



KOSTANAY  
ENGINEERING AND  
ECONOMICS  
UNIVERSITY  
named after M. DULATOV



**APPROVED**

By Chairman of the Academic  
Council

A. Ismailov

Minutes No. 1

dated 29.09 " " 2024

## **Policy of Diversity, Equality and Inclusion of Kostanay Engineering and Economics University named after M. Dulatov**

***Policy of Diversity, Equality and Inclusion of Kostanay Engineering and Economics  
University named after M. Dulatov***

This policy applies to all persons involved in the activities of Kostanay Engineering and Economics University named after M. Dulatov, including employees (including independent contractors, volunteers, temporary workers and agency staff), students, and those considering employment or education at the University.

Kostanay Engineering and Economics University named after M. Dulatov attaches special importance to ensuring fairness and equality of opportunity not only in the educational process, but also in all forms of interaction - with employees, students, guests, external service providers, contractors and all other participants of the university community.

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## **NORMATIVE REFERENCES**

These policies reference to the following normative documents:

- |    |   |   |
|----|---|---|
| 1. | Law of the Republic of Kazakhstan No. 319-III ZRC of July 27, 2007                          | "On Education" (as amended and supplemented)  |
| 2. | Law of the Republic of Kazakhstan dated July 1, 2024 No. 103-VIII ZRC                       | "On Science and Technology Policy"  |
| 3. | Resolution of the Government of the Republic of Kazakhstan dated March 28, 2023 No. 248.    | Concept for the Development of Higher Education and Science in the Republic of Kazakhstan for 2023-2029         |
| 4. | Resolution of the Government of the Republic of Kazakhstan dated December 30, 2024 No. 1143 | On approval of the Concept of Inclusive Policy in the Republic of Kazakhstan for 2025 - 2030 years              |
| 5. | Resolution of the Government of the Republic of Kazakhstan dated 15 September 2022 No. 676  | Sustainable Development Goals (SDGs) implementation action plan in the region Republic of Kazakhstan until 2030 |

## **SYMBOLS AND ABBREVIATIONS**

The following abbreviations are used in this policy: SDGs - Sustainable

Development Goals

UN - United Nations Organization

EU - European Union

RK - Republic of Kazakhstan

Faculty - Faculty of professors and teaching staff

KEnEU. - Kostanay Engineering and Economics named after M. Dulatov

## **TERMS AND DEFINITIONS**

These policies utilize following terms and definitions:

Equality - ensuring equal rights, opportunities and conditions for all people regardless of their individual characteristics such as gender, ethnicity, age, religion, disability and other protected characteristics.

Inclusion - creating an environment where all members of the community, regardless of their differences, can participate in all aspects of university life and feel accepted, valued and respected.

Diversity - recognizing, respecting and valuing differences among people, including differences in background, worldview, experience, identity and capabilities.

Discrimination - unfair or prejudicial treatment of a person or group of persons on the basis of certain characteristics, which results in limitation of their rights and opportunities.

Unlawful discrimination - acts or omissions that violate human rights and are prohibited by law, including discrimination on the grounds of gender, race, ethnicity, age, disability, etc.

Bullying is systematic aggressive behavior aimed at causing physical or psychological harm to another person.

Harassment - unwanted behavior directed against a person and violating his/her dignity, creating a humiliating, hostile or offensive atmosphere.

Institutional discrimination - discriminatory practices rooted in an organization's policies, procedures, and culture that result in unequal treatment or restricted opportunities.

Reasonable accommodation - changes or adjustments to the environment, learning process, or working conditions designed to ensure equal participation of people with special needs.

## **INTRODUCTION**

Kostanay Engineering and Economics University named after M. Dulatov (KEnEU) realizes the principles of equality and strives to create an inclusive environment that promotes respect and dignity for all people in its community.

As an organization of higher education, KEnEU remains committed to human rights and equality. KEnEU takes action against any form of unlawful discrimination, to promote equal opportunities for all people and to foster positive relationships within our community. It is essential that we carefully review and share real equality objectives every four years as this helps us to monitor progress and hold ourselves accountable for achieving true equality for all.

## **1 GENERAL PROVISIONS**

KEnEU is committed to upholding the principle of equality of opportunity and will endeavor to ensure that all our staff, students, visitors and potential applicants are treated fairly. It is our ethical duty to ensure that KEnEU does not engage in any form of unlawful discrimination on protected characteristics:

- sex;
- age;
- religion;
- marriage or civil partnership;
- disability;
- pregnancy and motherhood.

## **2 OBJECTIVE**

This policy extends its applicability to all persons associated with KEnEU, including employees (including independent contractors, volunteers, temporary employees and agency workers), students and those seeking employment or training opportunities at KEnEU.

It is essential to uphold the principles of fairness and equality of opportunity, not only in the academic environment, but also in the way in which KEnEU interacts with staff, learners, guests, external service providers, suppliers and anyone else involved in KEnEU activities.

This policy is not legally binding and is subject to revision without notice.

### **3 PURPOSE OF THE POLICY**

KEnEU is committed to supporting and promoting the principles of equality and human rights for all people. To achieve this goal, we have set the following objectives:

- Evaluate the impact of our policies, procedures and actions on promoting equality. This involves putting in place a robust system of effective monitoring and data analysis;
- involve workers, learners and other stakeholders in the formulation and implementation of equity goals. Their participation is essential to ensure that efforts are inclusive and represent different perspectives;
- advocate for the promotion of diversity, equality and inclusion in both internal and external interactions, recognizing the importance of creating a society that values and respects the rights and differences of every individual;
- promote and emphasize the importance of equality training for managers and employees, especially those involved in recruitment and selection processes, as a means of creating a fair and impartial environment that upholds human rights principles;
- Ensure that support services for workers and learners are available to all individuals to the maximum extent possible, taking into account reasonable accommodations and inclusion;
- ensure that all individuals, including current employees and trainees, as well as potential candidates, are treated fairly and evaluated solely on the basis of their qualifications, abilities and talents;
- guarantee that staff, learners and their representatives are given the necessary platforms to engage in meaningful discussions on diversity, inclusion and equality and to raise any concerns they may have;
- guarantee that all employees and service providers working on behalf of KEnEU are fully informed of this policy and are required to strictly adhere to it;
- Ensure that it complies with all legal requirements in relation to this matter.

### **4 REALIZATION**

The effective implementation of this policy is based on the collective responsibility of the community. However, it is important to recognize that managers who are professionally involved in supporting, developing staff and learners have a particular responsibility to ensure its effectiveness.

KEnEU is committed to upholding the rights of all staff and learners to equal access to all institutional facilities.

All members of KEnEU community, including staff and students, entitled to protection under KEnEU Code of Conduct if they believe they have been subjected to discrimination, bullying, intimidation or harassment.

KEnEU is committed to upholding the rights of all people and to providing a fair and inclusive environment. In order to achieve this goal, KEnEU will work with recognized representatives (union), learners and external organizations, as appropriate, to proactively respond to and address any instances of unlawful discrimination.

This policy will be readily available to every member of staff and learner so that they can be fully informed of their rights and responsibilities when it comes to promoting equality, embracing diversity and promoting inclusion.

## **5 COMPLAINTS**

KEnEU is committed to treating any incidents of discrimination, harassment, intimidation or bullying with the utmost seriousness. Any person, whether employee or student, who is found to have engaged in unlawful discrimination or harassment will be held accountable and subject to appropriate disciplinary action. KEnEU firmly believes in preserving the rights and dignity of every individual.

If any community member, guest or service provider is discriminated against or harassed, we are committed to taking appropriate action to address the situation.

All individuals, employees, students or any other parties, have a fundamental right to raise concerns about discrimination without facing any form of retaliation. It is essential for KEnEU to prioritize the prompt and fair resolution of any complaints filed.