



REPUBLIC OF UZBEKISTAN
MINISTRY OF HIGHER AND SECONDARY SPECIAL EDUCATION
TASHKENT STATE UNIVERSITY OF ECONOMICS

“Approved”
University Council
“2” – decree
“30” September 2022 year

On September 30, 2022, Tashkent State University of Economics held a meeting of the university council to discuss the roadmap for the implementation of the "Sustainable Development Goals".

DISCRIMINATION PROGRAM IN TASHKENT STATE
UNIVERSITY OF ECONOMICS

1. Purpose

The Tashkent State University of Economics is dedicated to fostering an atmosphere free from unlawful harassment and discrimination for its employees as well as other members of the university community (including students, faculty, postdocs, and guests). Tashkent State University of Economics forbids unlawful harassment or discrimination at work by or toward students, faculty, staff, or other members of the university community. It also forbids unlawful harassment or discrimination at work by or against visitors to the university community. Finally, it forbids retaliation against staff members and others who report instances of unlawful harassment or discrimination. The Tashkent State University of Economics is committed to quickly and fairly resolving employee complaints of unlawful workplace harassment and discrimination. The investigation into claims of discrimination and harassment by Tashkent State University of Economics requires the assistance of staff and other Tashkent State University of Economics members who may have pertinent information.

2. Explanation

Anti-harassment and anti-discrimination rules outline the unacceptable forms of behavior and make it obvious that they won't be accepted. A harassment or anti-discrimination policy should outline the kinds of conduct that constitute harassment or discrimination and convey that these issues are handled seriously. Roles and

responsibilities should be outlined in the policy as well. These human rights policies ought to be integrated into the everyday operations of the business and connected to the current organizational policies. The policy should outline its goals, including advancing human rights within the company, combating harassment and discrimination, and outlining values and expectations of conduct.

These are the goals of the program:

Establish the kinds of behavior that may be deemed offensive and are prohibited by this policy, as well as the roles and responsibilities of the various parties present in Tashkent State University of Economics, including all academic staff, students, and members of the university. Make sure that everyone is aware that harassment and discrimination are unacceptable practices, are inconsistent with the standards of this university, as well as being against the law. Or discrimination, and by actively participating in any investigation into an allegation of harassment or discrimination. In addition, academic staff and students must take immediate action in response to any complaints or observations of harassment or discrimination. The establishment and maintenance of a harassment- and discrimination-free workplace is the responsibility of managers and supervisors, who should handle any potential issues before they get out of hand.

Rector



K. Sharipov

Agreed:

Vice-rector of Academic Affairs

M. Eshov

Vice-rector of Research and Innovation

G. Abdurakhmanova

Vice-rector of International Cooperation

A. Khudaykulov

Vice-rector for financial and economic affairs

M. Yuldashev

Center of Engagement of International Ranking

Kh. Kurbonov