

## **Equality, Diversity and Inclusion (EDI) Policy of Bukhara State University**

At Bukhara State University, we are committed to fostering an inclusive and welcoming environment that celebrates the rich diversity of our community. We firmly believe that promoting equality, embracing diversity and ensuring inclusion are essential pillars of a thriving academic institution. This EDI Policy serves as a guiding framework to uphold these principles and create a campus culture that respects and appreciates every individual's unique background, experiences and perspectives.

**Commitment to Equality:** Bukhara State University is dedicated to treating all members of the university community with fairness, respect and dignity. We are committed to eradicating discrimination, harassment and prejudice in any form and we pledge to provide an equal opportunity for every student, faculty member and staff member to participate fully in the university's academic and social life.

**Celebrating Diversity:** We embrace the diverse cultures, languages and identities represented within our university community. By recognizing and celebrating our differences, we aim to create a vibrant and inclusive campus where everyone feels valued and can contribute their unique talents and perspectives to the collective learning experience.

**Inclusivity in Learning and Teaching:** We strive to provide an inclusive approach to learning and teaching that accommodates diverse learning styles and needs. Our academic programs and teaching practices will be designed to ensure that every student can engage effectively, regardless of their background or abilities.

**Equity in Recruitment and Employment:** We are dedicated to promoting equity in recruitment and employment practices. Our hiring processes will be fair and unbiased, with a focus on attracting a diverse and talented workforce that reflects the varied communities we serve.

**Accessible Campus Infrastructure:** We are committed to creating a physically accessible campus for all members of the university community. Campus infrastructure developments will be planned with inclusivity in mind, ensuring that individuals with different abilities can navigate the campus comfortably and safely.

**Preventing Discrimination and Harassment:** Bukhara State University has a zero-tolerance policy for discrimination and harassment. Any incidents of such behavior will be thoroughly investigated and appropriate measures will be taken to address and prevent further occurrences.

**Training and Awareness:** We will provide ongoing training and awareness programs for students, faculty and staff on EDI matters. These programs will promote a deeper understanding of the importance of diversity and inclusivity and equip individuals with the knowledge and skills to contribute to a more inclusive campus environment.

**Consultation and Feedback:** We value the input and feedback of our university community. Regular consultations and feedback mechanisms will be established to ensure that everyone's voices are heard and suggestions for further improving our EDI initiatives will be actively sought and considered.

Bukhara State University is committed to upholding this EDI Policy in all aspects of its operations. We believe that by fostering an inclusive and diverse community, we can create an enriching and supportive learning environment that benefits all members of our university. Together, we will actively promote a culture of respect, acceptance and collaboration, making Bukhara State University a place where everyone can thrive and succeed.