



MAQSUT NARIKBAYEV UNIVERSITY EQUALITY, DIVERSITY AND INCLUSION POLICY

1. General provisions

1.1. This MAQSUT NARIKBAYEV UNIVERSITY Equality, Diversity and Inclusion Policy aims to promote positive attitudes towards equality and diversity, and to ensure fairness, dignity and respect for all who work, study and associate with JSC M. Narikbayev KAZGUUU University (hereinafter MNU).

1.2. This Policy is intended to ensure that no potential or existing employee of MNU undergraduate, graduate, PhD (hereinafter referred to as student), MNU partner is subject to discrimination on the basis of age, disability, gender, marriage or absence, pregnancy and motherhood, race, religion and beliefs, etc.

1.3. MAQSUT NARIKBAYEV UNIVERSITY is committed to achieving and promoting equality of opportunity in learning, teaching, research and work. MNU helps students and staff realize their full potential, regardless of their background.

1.4. MNU recognizes, respects and values differences and diversity within and throughout the university community. An environment in which staff, students and partners feel equally valued and respected is key to realizing the University's goals and objectives.

1.5. MNU is committed to ensuring equality and eliminating unlawful discrimination and promoting equality of opportunity.

2. The main principles of the University's in terms of ensuring equality diversity and inclusion

2.1. The policy applies to all employees (including, for the purposes of this policy, consultants, contractors, volunteers, temporary workers, employees), researchers, undergraduate, graduate, and PhD students.

2.2. MNU, in carrying out its activities, adheres to the following principles:

2.2.1. respect for the interests of stakeholders;

2.2.2. compliance with the legislation of the Republic of Kazakhstan and international legal norms to which the Republic of Kazakhstan is a party in the

field of prohibiting discrimination and ensuring equality, diversity and inclusion;

2.2.3. respect and protection of human rights;

2.2.4. ethics;

2.2.5. equality and non-discrimination:

2.3. The principles of non-discrimination and equality of opportunity also apply to how staff and students should treat each other, any visitor, contractors, service providers, vendors and any other persons associated with the functions of the University. This includes face-to-face, online and electronic interactions.

3. The main goals and directions of the University's activities in terms of ensuring equality diversity and inclusion.

3.1. One of the University's goals is to support diversity, equity and inclusion.

3.2. The University has identified priority areas of activity that are designed to ensure compliance with the principles. These areas include:

3.2.1. compliance with legislation in the field of human rights protection; fostering an inclusive and diverse culture;

3.2.2. support for ethno-social and ethno-national diversity;

3.2.3. ensuring a barrier-free environment;

3.2.4. employment of people with special needs, including older people, youth, and pensioners;

3.2.5. support for socially vulnerable people;

3.2.6. inclusion in the processes of people of different ages, gender, nationality or social affiliation, and different religious beliefs;

3.2.7. providing equal access to resources and services;

3.2.8. establishing an effective mechanism for data collection and analysis;

3.2.9. active participation of employees, students and other key participants in the formation and achievement of goals;

3.2.10. promoting equality and inclusion through internal and external communication channels.

4. Employees/students applications due to discrimination

4.1. The University takes any incidents of discrimination, harassment, or bullying for any reason very seriously. Any employee or student found to have engaged in unlawful discrimination or harassment will be subject to appropriate disciplinary action.

4.2. Employees can submit a complaint electronically and/or to the Strategy and HR

Department (hereinafter DSHR) if they have been discriminated against on the basis of age, disability, gender, marriage or unmarried, pregnancy and maternity, race, religion or belief, etc. Students may file a complaint with the Department of Student Affairs (DSA).

4.2 Employees, students or other persons making a complaint on grounds of discrimination have the right to do so without fear of being victimized and the University ensures that any complaints are dealt with fairly and impartially. The confidentiality of the complainant is guaranteed by this University policy.