



TERMEZ STATE UNIVERSITY

NON-DISCRIMINATION AGAINST WOMEN POLICY



**Achieve gender
equality and
empower all
women and girls**



Termez 2025

● 1. PURPOSE

This policy reaffirms Termez State University's unwavering commitment to equality, fairness, and respect for all members of its community. The University strives to ensure that every woman — whether a student, faculty member, researcher, or staff employee — is treated with dignity and provided with equal opportunities to learn, work, and thrive. No individual shall be discriminated against on the basis of gender, marital status, pregnancy, family responsibilities, or any related factor. The goal of this policy is to cultivate an inclusive academic and professional environment where women are able to participate fully and equally in the educational, administrative, and social life of the institution.

● 2. SCOPE

This policy applies to all sectors of university life. It covers all academic and administrative employees, whether permanent or temporary; all students enrolled in undergraduate, graduate, or professional programmes; all visiting scholars, contractors, and institutional partners engaged in university activities; and all programmes, projects, and services conducted under the auspices of Termez State University. The University recognizes that true equality requires systemic commitment, and this policy therefore extends to every context in which the University operates or represents itself.

● 3. POLICY STATEMENT

Termez State University is dedicated to building an environment where equality between men and women is not simply protected by law but embedded in the very fabric of institutional culture. In accordance with national legislation and international conventions on human rights, the University strictly prohibits any form of discrimination, harassment, or unequal treatment of women in the processes of recruitment, admission, promotion, compensation, participation, or decision-making. Women must have equal access to education, employment, leadership opportunities, and research participation.

The University is also committed to maintaining a workplace and learning environment that is entirely free from sexual harassment, intimidation, and gender-based violence.

It provides both preventive education and responsive measures to protect the dignity and safety of its community members. Beyond legal compliance, Termez State University seeks to create a culture of gender awareness and empowerment, where diversity is celebrated, inclusion is practiced daily, and women's achievements are recognized as central to the institution's progress. Women are encouraged to take part in university governance structures, research councils, committees, and strategic decision-making processes so that their voices continue to shape the direction of the University's growth.

● 4. GUIDING PRINCIPLES

The foundation of this policy rests upon five key principles that define the University's values. Equality means that every individual, regardless of gender, must have equal opportunities in access, treatment, and advancement. Respect and dignity mean that every member of the University deserves a safe and supportive atmosphere conducive to personal and professional development. Transparency ensures that all procedures, including admission, recruitment, and evaluation, are free from gender bias or prejudice. Accountability means that the University will address any violation of this policy through clear, fair, and confidential processes. Empowerment represents the University's active role in supporting women's leadership, skill development, and academic advancement.

Together, these principles serve not only as ethical guidelines but also as operational standards that must be reflected in daily practice across all levels of the institution.

● 5. IMPLEMENTATION

To bring this policy into active practice, Termez State University will maintain a clear institutional structure for promoting gender equality. A Gender Equality and Inclusion Committee will function under the Office of the Rector to oversee implementation, advise senior management, and monitor compliance. This committee will coordinate awareness programmes, training sessions, and educational campaigns for faculty, staff, and students, ensuring that every member of the community understands their role in upholding equality and preventing discrimination.

Gender equality indicators will be integrated into institutional planning, recruitment, and performance appraisal systems so that progress can be measured and continuously improved. The University will also maintain a secure and confidential system through which any case of gender-based discrimination, harassment, or misconduct can be reported. All complaints will be handled promptly and fairly, with full respect for confidentiality and due process. Protection against retaliation will be guaranteed for anyone who, in good faith, reports or assists in investigating violations.

Every year, the University will review and publicly summarize its progress in achieving gender inclusion and equity goals. The results will inform strategic planning and strengthen accountability across all faculties and administrative divisions.

● 6. RESPONSIBILITIES

Responsibility for enforcing this policy is shared by all members of the University community. The Rector bears the overall responsibility for ensuring institutional alignment and compliance, while deans and department heads are expected to apply the principles of gender equality within their respective units. The Human Resources Department is tasked with embedding gender equity into hiring, promotion, and evaluation systems, guaranteeing that every candidate and employee is treated on the basis of merit.

The Gender Equality and Inclusion Committee will play a monitoring and advisory role, reviewing cases of discrimination, providing recommendations, and tracking institutional progress. Every student and staff member is equally responsible for promoting an environment of mutual respect and for taking appropriate action when they witness discrimination or harassment.

● 7. COMPLAINTS AND REDRESS

Any member of the university community who believes they have experienced discrimination or harassment on the basis of gender has the right to lodge a formal complaint. All complaints are treated with the highest degree of confidentiality and sensitivity. Investigations are conducted promptly by the designated committee to ensure fairness for all parties involved.

If a violation is confirmed, disciplinary measures will be applied in accordance with university regulations, which may include written warnings, suspension, or dismissal. The University guarantees that no complainant or witness will face retaliation or negative consequences for coming forward. By providing this secure and transparent mechanism, Termez State University reinforces its commitment to justice and integrity within its institutional culture.

● 8. ALIGNMENT WITH LEGAL AND INTERNATIONAL STANDARDS

This policy is aligned with the **United Nations Sustainable Development Goal 5**, which seeks to achieve gender equality and empower all women and girls. It also reflects the principles set out in the **Constitution and Labor Laws of the Republic of Uzbekistan**, which protect the right to equality in education and employment. Furthermore, it supports the **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)** and the directives of the **Ministry of Higher Education, Science and Innovation**, which encourage higher-education institutions to promote gender inclusivity and prevent discrimination.

Through this alignment, Termez State University not only fulfills its legal obligations but also positions itself as a leading academic institution dedicated to fairness, diversity, and human rights.

● 9. REVIEW AND EVALUATION

The Gender Equality and Inclusion Committee will review this policy every three years to assess its effectiveness, address emerging issues, and ensure ongoing alignment with both national priorities and global standards. Recommendations for improvement will be submitted to the University Council for consideration and adoption.

Through continued evaluation and reinforcement, Termez State University affirms its enduring commitment to creating a campus culture where equality between men and women is not merely guaranteed by policy, but lived and experienced every day.

● 10. ENTRY INTO FORCE AND REVIEW

The policy is effective from 1 January 2025.

It shall be reviewed every three years, or within six months following any relevant legislative change.

● 10. RESPONSIBLE UNIT AND CONTACT

Termez State University Council on Women's Issues

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