



TERMEZ STATE UNIVERSITY

WOMEN'S APPLICATIONS AND ENTRY POLICY



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



Termez 2025

1. INTRODUCTION

Termez State University (TerSU) upholds equality, diversity, and inclusiveness as foundational principles of its mission. The University recognises that the empowerment and participation of women are essential for academic excellence, social progress, and national development. In alignment with international human rights standards, national legislation, and the Sustainable Development Goals, particularly Goal 5 on gender equality, TerSU is firmly committed to ensuring equitable access, fair treatment, and full participation of women across all aspects of university life.

This policy establishes the guiding principles and institutional mechanisms that guarantee women's fair opportunity to apply, enter, and thrive within the University community. It also outlines TerSU's approach to promoting gender balance, preventing discrimination, and fostering an academic environment that values respect, dignity, and inclusion.

2. POLICY PURPOSE AND SCOPE

The purpose of the Women's Applications and Entry Policy is to ensure that women — including those from diverse social, cultural, and economic backgrounds — are provided with equal opportunity to pursue higher education at Termez State University. This policy applies to all academic programmes, administrative structures, and student support services. It covers the full admissions process, from initial application and selection to enrolment and participation in university activities.

The policy is binding on all members of the University community, including academic and administrative staff, students, and anyone involved in recruitment, admissions, and decision-making processes related to student entry.

3. COMMITMENT TO EQUALITY AND NON-DISCRIMINATION

Termez State University explicitly rejects all forms of discrimination based on gender, sex, marital status, pregnancy, family circumstances, or social background. Admissions and selection decisions are made solely on the basis of academic merit, qualifications, and potential to succeed in the chosen field of study.

In accordance with the University's admission regulations, no applicant shall be treated unfairly or denied access to educational opportunities on the basis of gender or any other personal characteristic. TerSU ensures that all application and admission

materials are gender-neutral and that communication channels are inclusive, welcoming, and supportive of women applicants.

The University also ensures that its admissions officers and selection committees receive regular training to recognise and eliminate unconscious bias, ensuring that each applicant is considered fairly, transparently, and with respect.

4. INSTITUTIONAL FRAMEWORK FOR GENDER EQUITY

To translate its commitment to gender equality into practical measures, Termez State University has established a comprehensive Gender Equity Framework. This framework integrates gender perspectives into academic policy, governance, and institutional culture.

The framework seeks to promote balanced representation of women across all academic levels — from students to leadership roles — and to ensure that policies, programmes, and decisions actively consider their impact on gender equality. The framework also emphasises the inclusion of women from rural areas, economically disadvantaged backgrounds, and those with disabilities, ensuring that equity is achieved not only in policy but also in real outcomes.

The Gender Equity Framework is supported by the University's Office of Equality, Diversity, and Inclusion, which oversees the implementation of gender-sensitive policies and monitors progress across faculties and departments.

5. GENDER EQUITY UNIT

In line with international best practices, TerSU operates a dedicated Gender Equity Unit under the coordination of the Vice-Rector for Youth, Spirituality, and Educational Affairs. This unit is responsible for developing, implementing, and monitoring gender-related initiatives and ensuring that women's voices are heard in decision-making processes.

The Unit provides guidance and support in the following areas:

- Developing programmes that promote women's participation in education, research, and leadership.
- Providing assistance and counselling for students and staff affected by gender-based discrimination or harassment.
- Managing confidential reporting mechanisms for incidents related to gender inequality or gender-based violence.

- Conducting awareness campaigns, seminars, and training workshops on gender sensitivity, professional conduct, and women's empowerment.
- Collaborating with external organisations, NGOs, and government bodies to strengthen institutional support for gender equality.

The Unit plays a central role in shaping TerSU's approach to gender inclusion, serving as both a resource and a safeguard for the rights of women within the university environment.

6. SUPPORTIVE MEASURES AND POLICIES FOR WOMEN

Termez State University recognises that true equality extends beyond fair access — it requires an enabling environment where women can participate and progress without barriers. For this reason, the University has adopted a range of supportive measures designed to promote women's success.

Women applicants and students benefit from guidance services that provide academic, psychological, and career support. The University maintains an open-door policy that allows women to seek assistance or raise concerns in a safe and confidential manner.

TerSU also ensures that policies concerning maternity, paternity, and family leave are fair, equitable, and inclusive. Female employees and students are supported through flexible arrangements when required, allowing them to balance family responsibilities with academic or professional obligations. The University extends these benefits equally to adoptive parents and to all family structures recognised under law.

Moreover, TerSU strictly enforces its Non-Discrimination and Anti-Harassment Policy. The University maintains a zero-tolerance stance toward any form of sexual harassment, intimidation, or gender-based violence. When such incidents occur, the University acts swiftly to investigate and resolve them in accordance with due process, ensuring the safety and dignity of all individuals involved.

7. AWARENESS, EDUCATION, AND CAPACITY BUILDING

Education is central to TerSU's mission of empowerment. The University therefore undertakes ongoing efforts to promote awareness about gender equality, respectful behaviour, and inclusive culture. Through orientation sessions, workshops, and community events, students and staff are encouraged to reflect on the importance of equity and to take active roles in creating a balanced and supportive academic community.

The University also integrates gender awareness and equality principles into its curricula, research agenda, and extracurricular programmes. Academic departments are encouraged to include gender-focused topics in teaching and research, thereby broadening understanding of social responsibility and equality.

Training for faculty and administrators ensures that gender considerations are embedded in leadership and management practices. These efforts collectively foster a culture where women feel empowered, respected, and valued at every level of university life.

8. MONITORING AND REVIEW

To ensure that commitments are effectively translated into action, Termez State University regularly monitors and evaluates the implementation of this policy. The Gender Equity Unit, in collaboration with the Academic Affairs and Admissions Departments, collects data and prepares reports on women's participation rates, success indicators, and representation in academic and administrative roles.

Periodic reviews help identify areas for improvement and allow the University to adjust its strategies in line with evolving needs and national or international developments. Feedback from students and staff is actively encouraged to enhance transparency and accountability.

9. CONCLUSION

Through this Women's Applications and Entry Policy, Termez State University reaffirms its dedication to building an institution where equality is not only a principle but a lived reality. By ensuring open access, fair treatment, and ongoing support for women, TerSU contributes to shaping a generation of educated, empowered, and confident women leaders who will make meaningful contributions to society.

This policy embodies TerSU's belief that gender equality strengthens academic excellence, enriches campus life, and advances the broader mission of sustainable development and social justice.

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.

11. RESPONSIBLE UNIT AND CONTACT

Termez State University Council on Women's Issues

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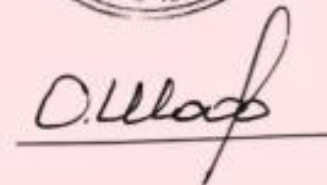
Signed by the Rector:

Prof. Abdukodir Toshkulov



Agreed by:

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Vice-Rector for Spiritual Education
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