



SUMGAYIT STATE UNIVERSITY
ANTI-DISCRIMINATION POLICY

SUMGAYIT STATE
UNIVERSITY

SUMGAYIT STATE UNIVERSITY
Sumgayit city,43rd block,
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Section 1: Introduction

1.1 Introduction and Definitions

The University is committed to maintaining a community and opposing forced labour dedicated to the advancement, application and transmission of knowledge and creative endeavors through academic excellence, where all people who participate in University programs and activities can work and learn together in an atmosphere free of discrimination, harassment, and retaliation.

This Policy addresses the University’s responsibilities and procedures related to Discrimination, Harassment, and Retaliation, as defined in this Policy (together, “Prohibited Conduct”) in order to ensure equitable and inclusive education and employment environments. This Policy will be implemented in a manner that recognizes rights to freedom of speech and expression. However, freedom of speech and academic freedom are not limitless and, for example, do not protect speech or expressive conduct that violates federal and state anti-discrimination laws.

This Policy defines Prohibited Conduct and explains the administrative procedures the University uses to resolve reports of such conduct. The University will respond promptly and equitably to reports of Prohibited Conduct. This includes action to stop, prevent, correct, or discipline behavior that violates this Policy.

Definitions

Prohibited Conduct

1. Harassment: Unwanted behavior based on the person's actual or perceived Protected Category, i.e. sufficiently severe, persistent or widespread. To assess whether the behavior is harassment, the following should be noted:

- Frequency, character and severity of the behavior;
- Whether the behavior is a physical threat;
- Whether the behavior occurred in the context of other discriminatory behavior or other violations of the law;
- Impact of behavior;
- The behavior is objectively perceived as intimidating or offensive by a reasonable person;

Harassment: Unwelcome conduct based on an individual’s actual or perceived Protected Category that is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, denies, or adversely limits an individual’s participation in or benefit from the education, employment, or other programs or

activities of the University, and creates an environment that a reasonable person would find to be intimidating or offensive. In evaluating whether conduct is harassment, the Local Implementation Officer will consider the totality of the circumstances, including but not limited to:

- The frequency, nature, and severity of the conduct;
 - Whether the conduct was physically threatening;
 - Whether the conduct arose in the context of other discriminatory conduct or other misconduct;
 - The effect of the conduct;
 - Whether the conduct would be objectively viewed as intimidating or offensive by a reasonable person;
- and
- Whether the conduct may be protected by academic freedom or freedom of speech. When the investigation implicates academic freedom, the Local Implementation Officer will, based on locally developed procedures, consult with the appropriate academic officer for relevant academic expertise.
 - Whether the conduct is protected by academic freedom or free speech.

This Policy addresses Harassment that is not covered under the University's Policy.

About Sexual Violence and Sexual Assault.

Discrimination against women: Unfavorable Action taken on the basis of a person's actual or perceived Protected Category.

Unfavorable Action is taken on the basis of a person's Protected Category. Regardless of the Protected Category of the individual, Unfavorable Action will not exist where the act or omission is committed.

Failure to Accommodate: Failure of the University to provide reasonable accommodations to individuals when required by law.

Supportive and Remedial Measures

Support measures include both interim measures and mitigation measures.

The University provides appropriate and reasonable support measures free of charge.

Section 2: Mission and Scope

2.1 Mission

Discrimination and Harassment pose a serious threat to the University's mission, values and reputation. Prohibited Conduct violates this Policy and may violate the law.

Anyone can report Prohibited Conduct. The University will respond promptly and fairly to such reports. This includes taking appropriate measures to stop, prevent and eliminate Prohibited Conduct, and enforcing it as necessary. Thus, those who report any discrimination (whether staff or students) may not be subjected to any disadvantage.

2.2 Scope of the Policy

This Policy covers Prohibited Conduct by University students, employees and third parties to people taking into account the following features:

- ✓ Age
- ✓ Health condition
- ✓ Physical limitation, disability

- ✓ Gender
- ✓ Sexual orientation
- ✓ Marriage and marital status
- ✓ Pregnancy and motherhood
- ✓ Race or Ethnicity
- ✓ Social status and social status of the family
- ✓ Religion or belief.

The Student Conduct and Disciplinary Policy is governed by campus rules, which may cover Prohibited Student Conduct that occurs off campus.

Conduct that violates this Policy

Violating the rules of this Policy is prohibited. The people may engage in Prohibited Conduct in person or through other means. Codes of conduct include, but are not limited to, verbal, written, and non-verbal communication, such as electronic media, the Internet, social networks, cell phones, texts, and other devices or forms of communication.

In addition, Prohibited Conduct may occur between individuals with the same Protected Category identity or different Protected Category identities.

Free Speech and Academic Freedom

The faculty and staff of the university use the protection of freedom of speech based on the legislation in force. This Policy is intended to protect members of the University from discrimination, harassment, and retaliation. This Policy will be implemented in a manner that recognizes the rights to freedom of speech and expression.

The university also has a compelling interest in free inquiry and the collective pursuit of knowledge; thereby recognizing the principles of academic freedom as a special area of protected speech.

Freedom of speech, freedom of expression, and academic freedom are essential to the University's mission. However, freedom of speech and academic freedom are not without limits.

Section 3: Monitoring and Reporting

3.1 Monitoring and Reporting

Individuals who have experienced Prohibited Conduct may speak confidentially with a Confidential Resource.

Confidential Resources are not Responsible Employees and need not report information they receive while acting in their confidential capacity. Disclosures to Confidential Resources while they are acting in their confidential capacity are not “reports” under this Policy and will not, alone, result in any formal University action.

Executive Officers may develop additional information to support the implementation of this Policy.

Any amendments to this Policy are possible

Actions within the policy must be approved in accordance with local procedures.

Compliance with the Policy will be periodically reviewed and monitored.