




APPROVED
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Protocol № 4

Equality, Diversity and Inclusion Policy of NJSC S.D. Asfendiyarov Kazakh National Medical University

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	«С.Ж.АСФЕНДИЯРОВ АТЫНДАҒЫ ҚАЗАҚ ҰЛТТЫҚ МЕДИЦИНА УНИВЕРСИТЕТІ» КЕАҚ NCJSC «ASFENDIYAROV KAZAKH NATIONAL MEDICAL UNIVERSITY»	
	Department of Academic Affairs	Equality, Diversity, and Inclusion Policy of S.D. Asfendiyarov Kazakh National Medical University

Introduction

The Equality, Diversity, and Inclusion (EDI) Policy is based on the principles of fairness, equal opportunities, and respect for the unique characteristics of each individual. The implementation of this policy at S.D. Asfendiyarov Kazakh National Medical University (KazNMU) will ensure the creation of a fair and inclusive educational institution where all community members have equal opportunities for learning, professional growth, and interaction.

Key concepts:

1. **Equity** – A principle ensuring that all students and staff of the university have equal opportunities regardless of their social, cultural, or economic background.
2. **Diversity** – Recognition and respect for differences in origin, culture, language, religion, gender, age, sexual orientation, ability level, and other characteristics.
3. **Inclusion** – Creating conditions in which every participant in the educational process feels accepted, respected, and has equal opportunities for learning and work.
4. **Non-discrimination** – A principle prohibiting all forms of bias and unfair treatment based on race, gender, nationality, disability, and other characteristics.
5. **Gender Equality** – Ensuring equal rights, opportunities, and conditions for all, regardless of gender.
6. **Academic Integrity** – Commitment to honesty, fairness, and responsibility in academic and scientific processes.
7. **Social Responsibility** – The university's commitment to fostering a fair society through education, research, and support for inclusion initiatives.
8. **Accessibility of Education** – Removing barriers that prevent participation in the educational process, including support for students with special needs.
9. **Anti-discrimination and Anti-harassment** – Measures and mechanisms for protecting students and staff from any form of unfair treatment.
10. **Cultural Competence** – The ability to understand, respect, and effectively interact with representatives of different cultures and social groups.

Key Principles of the Policy

Non-discrimination

KazNMU strives to create a safe and respectful environment where no one is subjected to discrimination based on race, ethnicity, gender, age, religion, disability, sexual orientation, or other factors.



Objectives:

1. Improving annual anti-discrimination training for all staff and students, including updating programs and interactive formats.
2. Developing and implementing equal opportunity principles in student and faculty recruitment processes, considering transparent and inclusive selection criteria.
3. Enhancing the mandatory non-discrimination assessment procedure for all new academic programs, including monitoring and content adjustment mechanisms.

Equal Opportunities

KazNMU ensures equal opportunities for all community members in access to education, employment, professional development, and decision-making participation.

Tasks:

1. Improving mechanisms for assessing and eliminating systemic barriers to ensure equal access to educational and professional opportunities.
2. Developing and implementing equal opportunity principles in student and faculty recruitment processes, considering transparent and inclusive selection criteria.
3. Refining and adapting career development programs to provide equal opportunities for all student categories, including those with special educational needs.

Inclusive education

A key goal is to create educational programs that reflect the diversity of students and ensure their active participation in the learning process.

Objectives:

1. Enhancing and improving academic courses considering students' cultural, gender, ethnic, and other characteristics.
2. Increasing the accessibility of educational materials for students with special educational needs, including adapting formats and using modern technologies.
3. Regularly updating and improving methodologies for assessing educational programs' compliance with inclusivity principles.

Promoting Diversity

KazNMU actively supports diversity within its community, attracting and retaining students and staff from diverse backgrounds and experiences.

Objectives:

1. Refining and enhancing strategies for attracting students and faculty from different ethnic and social groups, including individuals with disabilities.



2. Strengthening transparency and fairness in recruitment, internal promotion, and appointment procedures for key positions.
3. Updating and developing inclusive marketing materials reflecting the university's cultural and social diversity.

Education and awareness

KazNMU is committed to regularly conducting educational events to raise awareness of equality, diversity, and inclusion principles among students and staff.

Objectives:

1. Expanding and improving EDI training programs for students and staff.
2. Regularly updating and adapting online courses on anti-discrimination and inclusive behavior for all new students and employees.
3. Strengthening cooperation with external experts and expanding their geography for conducting seminars and training sessions.

Monitoring and Evaluation

KazNMU systematically monitors and evaluates the effectiveness of its equality, diversity, and inclusion efforts to ensure their effectiveness and compliance with current requirements.

Objectives:

1. Improving the mechanism for annual evaluation of the EDI policy's implementation success, actively involving all members of the university community.
2. Regularly updating survey methodologies among students and staff to more accurately assess inclusivity levels and identify problem areas.
3. Optimizing the process of developing and implementing an action plan to address identified issues and shortcomings.

Conclusion

KazNMU is committed to creating a safe, inclusive, and fair educational environment where every student and staff member feels valued and respected. Implementing the Equality, Diversity, and Inclusion Policy, along with setting clear goals and deadlines, will enable systematic development and improvement of our educational environment, ensuring equal opportunities for all.