

## **East European University**

### **Diversity and Inclusion Policy**

#### **I. Purpose**

1. The purpose of this Policy is to establish and maintain a diverse, equitable, and inclusive academic and working environment at East European University within the framework of institutional responsibility.
2. The Policy ensures that the University:
  - promotes equal opportunities;
  - prevents all forms of discrimination;
  - fosters an inclusive culture across all stages of teaching, research, and administrative activities.

#### **II. Scope of Application**

1. The Policy applies to the University's:
  - students;
  - academic and invited personnel;
  - administrative personnel;
  - applicants, candidates, and other individuals associated with the University.
2. The Policy applies to all activities conducted within the University, including:
  - the teaching and learning process;
  - research activities;
  - employment and professional development processes;
  - student and academic life.

#### **III. Legal Basis**

The Policy is based on:

- international principles of human rights and equality;

- standards and guiding principles for quality assurance in the European Higher Education Area (ESG), including those related to student support and staff management;
- the Constitution of Georgia, applicable legislation, the University's Charter, and internal regulatory acts.

#### IV. Key Definitions

1. **Diversity** - recognition and respect for human differences, including but not limited to: race, skin color, language, sex, age, citizenship, origin, place of birth, place of residence, property or social status, religion or belief, national, ethnic or social affiliation, profession, family status, health condition, disability, sexual orientation, political or other opinions.
2. **Inclusion** - the creation of an environment in which every individual feels valued, safe, and fully engaged on the basis of equal opportunities.
3. **Discrimination** - any action, decision, rule, or practice that places a person or group of persons in a disadvantaged position or violates the principle of equality on the basis of a protected characteristic.

#### V. Core Principles

The University is guided by the following principles:

- equality and fair treatment;
- respect for human dignity;
- recognition of diversity as a source of academic excellence;
- inclusive participation, accessibility, and fair procedures;
- zero tolerance for discrimination and harassment.

#### VI. Ensuring Equal Opportunities

1. The University ensures equal opportunities in:
  - admission, assessment, and teaching processes;
  - employment, career advancement, and professional development processes;
  - participation in research and academic activities.
2. All decisions are based on:
  - academic, professional, and objective criteria;
  - discrimination-free and equitable approaches.

#### VII. Inclusive Environment and Reasonable Accommodations

1. The University ensures the creation of an inclusive environment, including:

- improvement of physical and digital accessibility;
  - adaptation of learning materials and assessments as needed.
2. Reasonable accommodation means the implementation of appropriate and proportionate measures that do not impose a disproportionate burden on the University.

## **VIII. Prohibited Conduct**

The following is prohibited:

- discrimination on any grounds;
- harassment, humiliation, or conduct that violates dignity;
- bullying, threats, or psychological pressure;
- retaliation against a person who has made a good-faith report of discrimination or a violation of inclusion.

## **IX. Reporting and Response**

1. In cases of possible violation of the Policy, any person has the right to report to:
  - the Dean of the Faculty;
  - the Quality Assurance Service;
  - a confidential channel designated by the University.
2. All reports are handled:
  - confidentially;
  - impartially;
  - promptly.
3. The University ensures protection against retaliation in cases of good-faith reports.

## **X. Awareness Raising and Training**

1. The University promotes awareness of diversity and inclusion issues.
2. Relevant training may be conducted for:
  - academic and administrative personnel;
  - students;
  - members of governing bodies.

## **XI. Monitoring and Reporting**

1. Compliance with the Policy is monitored by the Quality Assurance Service.
2. Monitoring results may be reflected in:
  - internal quality reports;
  - strategic planning documents;

- institutional self-assessment reports.

## **XII. Violations and Sanctions**

1. Violations of the Policy entail liability in accordance with applicable legislation and the University's internal disciplinary rules.
2. Sanctions must be:
  - proportionate;
  - fair;
  - compliant with applicable law.

## **XIII. Policy Review**

1. The Policy is subject to periodic review, but at least once every three years.
2. Amendments are approved by the Representative Council.
3. The updated version is published on the University's website.

## **XIV. Entry into Force**

1. This Policy enters into force on the date of its approval by the Representative Council.