



Almaty Management University

Equality, Diversity and Inclusion Policy

1. Policy Statement

This Policy reflects AlmaU's commitment to promote equal opportunities and to avoid any unlawful or unfair discrimination and harassment in the place of work or study. It applies to all our staff and students.

AlmaU is an inclusive, friendly and diverse community.

- We see it as an integral part of our activities and understand that providing equality of opportunity, valuing diversity and promoting a culture of inclusion are vital to our success.
- We provide a supportive and inclusive learning, working and social environment where everyone feels that they are valued and can work to achieve their potential;
- We offer opportunities that are open to everyone, and decisions are based on merit and are free from bias;
- We work to make sure that all of our students, employees and visitors, as well as anyone who applies or wants to apply to work or study with us, are treated fairly and with dignity and respect, and do not face discrimination.
- We ensure that equality, diversity and inclusion are embedded in our work with partners and other stakeholders.
- We are committed to providing equality for everyone, regardless of, but not limited to:
 - Age;
 - Disability;
 - Ethnicity (including race, colour and nationality);
 - Sex;
 - Gender;
 - Religion or belief;
 - Pregnancy and parenthood.

2. Aims of the Policy

Almaty Management University is committed to creating and sustaining a positive and supportive working environment for our staff, and an excellent teaching and learning experience for our students. We aspire that staff are equally valued and respected, and students are encouraged to thrive academically. As a provider of employment and education, we value the diversity of our staff and students. We are committed to providing a fair, equitable and mutually supportive learning and working environment for our students and staff. This is reflected in the core values of the University Strategy, which state the importance of:

- Implementation of the "Win-Win-Win" principle according to which any mutually beneficial cooperation between the two parties (Win-Win) should be beneficial, and the effect of synergy and the third party - the society (Win).
- The proactive worldview "I am the Leader" of every student, employee, teacher and partner of AlmaU allows us to be agents of change, demonstrate entrepreneurial thinking and culture, manage ourselves, our emotions, our development, show our own individuality, have dignity and honor, respect ourselves and others.
- University promotes the philosophy of freedom of the spirit, thoughts and words, the value of the balance of work and life. We hold high the foundations of academic, research and entrepreneurial freedom.
- Almaty Management University is responsible for its results to partners, customers, colleagues and society as a whole, anticipating the needs of the society, working ahead of schedule.
- The success of the university depends on the team of people, its composition, professionalism, efficiency, solidarity, focus on results and synergy.

We want our staff and students to reflect the diversity of the regional, national, and international communities that we serve and influence.

This Policy provides coordination and implementation at a strategic level and is supported by additional policies that provide for an integrated approach to ethical behaviour at the University.

3. Roles and Responsibilities

The Policy serves as a guiding document to promote awareness and understanding of Equality, Diversity and Inclusion.

Rector of the University oversees the Policy implementation, but every staff member and student has a general duty to prevent and eliminate inappropriate behaviour and foster good and respectful relations between people.

The HR team, the Student Government and the Ethics Committee should ensure measures are being taken immediately to eliminate any kind of discrimination.

The academic teams should ensure that learning and teaching material, where practical, includes positive, diverse, non-stereotypical content.

4. Implementation

The Policy is an open-access document available on the website and the internal portal of the University. It is vital to make sure that employees, students and visitors are aware of the Policy.

In case of an unfavourable situation, please consult the Ethics Code to take action and file a complaint or report inappropriate behaviour.

5. Contacts for this Policy

If you have questions about this Policy or the way we put it into effect, please contact the HR team and the University Secretary.