



Anti-harassment Policy

The "AlmaU Management University" (hereinafter – AlmaU) adheres to strategic values that emphasize the importance of diversity and inclusion. We value socio-cultural diversity and strive to create an atmosphere of mutual respect where every employee and student can contribute and succeed.

This **Harassment and Discrimination Prevention Policy** (hereinafter – Policy) reflects AlmaU's commitment to creating a safe and supportive environment free from any forms of harassment, unfair treatment, and discrimination. The Policy applies to all employees, students, partners, and visitors of the university.

Principles and Values

AlmaU is an inclusive and friendly community where diversity and respect for each individual are foundational principles. We aim to create an atmosphere where everyone feels protected and can develop, contribute, and succeed.

We provide equal opportunities for all, making decisions solely based on merit, free from bias and discrimination. We are committed to treating all students, employees, and visitors fairly and respectfully, as well as applicants and potential employees.

AlmaU's Harassment and Discrimination Prevention Policy is based on Article 14, Clause 1 of the Constitution of the Republic of Kazakhstan, which guarantees everyone's right to protection from discrimination. The Constitution of the Republic of Kazakhstan states: "No one may be subjected to any discrimination based on origin, social, official or property status, gender, race, nationality, language, attitude towards religion, beliefs, place of residence, or any other circumstances." AlmaU follows these constitutional principles, respects the rights of every member of its community, and ensures their realization in the learning process and the work environment. Respect and trust are key principles that strengthen our corporate culture and contribute to the harmonious development of the team.

Policy Goals

The goal of this Policy is to create a safe, equal, and supportive environment free from harassment and discrimination.

Definitions of Harassment and Discrimination

Harassment includes any unwanted actions or behavior based on characteristics such as gender, race, ethnicity, age, sexual orientation, disability, religion, and other personal traits that create an oppressive, hostile, or offensive atmosphere.

Discrimination refers to the unjustified restriction of a person's rights or privileges based on the aforementioned characteristics.

Scope of Application

The Policy applies to all employees, students, partners, and visitors of AlmaU. It covers all aspects of work and study on the university's premises, including events, seminars, and extracurricular activities.

Responsibilities of All Participants

Each employee and student is responsible for maintaining a safe and respectful atmosphere and is obligated to prevent instances of harassment and discrimination by actively participating in creating an inclusive culture.

University management is committed to supporting the Policy, fostering a safe environment, and promptly responding to complaints and reports of violations.

Incident Handling

In the case of an adverse situation, AlmaU encourages individuals to approach their immediate supervisor, an HR employee/ director, the Corporate Ethics Committee, or the Ombudsman to take action and file a complaint or report inappropriate behavior.

Responsibility for Violations

Individuals found guilty of harassment, discrimination, or other inappropriate behavior may face disciplinary measures, including termination or expulsion, depending on the nature of the incident and its consequences. In cases where the violation falls under criminal law, the guilty parties may be held criminally responsible in accordance with the laws of the Republic of Kazakhstan.

Conclusion

AlmaU strives to create an inclusive and safe environment where everyone feels protected and respected. We encourage all members of our community to actively participate in maintaining a culture of respect and fair treatment for the overall success and harmonious interaction of all.