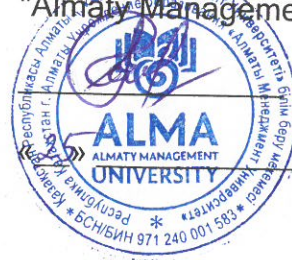




ALMA
ALMATY MANAGEMENT
UNIVERSITY

Approved by
Rector of Educational Institution
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El "Almaty Management University" Policy on non-discrimination against women

The strategic values of El "Almaty Management University" (hereinafter referred to as AlmaU) state: "Diversity and Inclusion – We value socio-cultural diversity and strive to create an environment of mutual respect where every employee and student contributes and achieves success." This Policy on Non-Discrimination against Women (hereinafter referred to as the Policy) affirms AlmaU's commitment to promoting gender equality and preventing any form of discrimination, harassment or bias against women in our community.

This Policy applies to all employees, students, contractors, partners and visitors of AlmaU. It covers all aspects of the University's activities, all aspects of working and studying on the premises of AlmaU, including recruitment, admission, academic programs, employment practices, career development, benefits and student support services, events, seminars and extracurricular activities.

Principles and values

AlmaU is committed to creating a safe, inclusive and equal environment that promotes equal opportunities for women.

The policy is based on Article 14 of the Constitution of the Republic of Kazakhstan, which establishes the following norm: "No one may be subject to any discrimination on the basis of origin, social, official and property status, gender, race, nationality, language, attitude to religion, beliefs, place of residence or any other circumstances."

The social development policy of the Republic of Kazakhstan is aimed at achieving a high standard of quality of life for all Kazakhstanis and reflects strategic objectives for reforming social and labor relations, the health care system, education and social protection with a separate focus on social support and creating opportunities to combine family responsibilities with work, in connection with which, in labor legislation (Article 99 of the Labor Code of the Republic of Kazakhstan) the norms on the rights of both parents, including working women, to flexible forms of employment and maternity leave were enshrined; on intra-shift and special breaks (clause 3 of Article 82), for working women, fathers (adoptive parents) with children under the age of one and a half years.

In addition, AlmaU relies on international norms and obligations accepted by the Republic of Kazakhstan. These include **the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979)**, which provides for measures to ensure equal opportunities for women in the professional and family spheres, and **ILO Convention No. 156 on Equal Treatment and Equal Opportunities for Working Men and Women with Family Responsibilities (1981)**, which obliges states to create conditions for combining parental responsibilities with work.

AlmaU follows these constitutional and conceptual principles, respects the rights of each member of its community and ensures their implementation in the educational process and the working environment. Respect and trust — Key principles, which strengthen our corporate culture and promote the harmonious development of the team.

The purpose of this Policy is to create favorable conditions for harmonious combination of professional career and childcare responsibilities, as well as comprehensive support for students and employees who are parents. The Policy aims to prevent all forms of gender discrimination, including harassment and bias, while promoting awareness of gender equality and the importance of a respectful and inclusive culture. In addition, the Policy supports the personal and professional growth of women, encouraging their full participation in all areas of AlmaU's academic and professional life.

AlmaU's approach to non-discrimination against women is based on several core principles. The University is committed to providing equal opportunities for all by ensuring that decisions related to admission, hiring, promotion and other activities are made on the basis of merit, skills and qualifications, without regard to gender. Respect and dignity are fundamental values, and all members of the AlmaU community are expected to treat each other with respect. Harassment, intimidation or any discriminatory behavior against women is strictly prohibited. The University is committed to maintaining a safe and supportive environment, encouraging

open dialogue and providing accessible channels for reporting and effectively addressing issues of discrimination against women.

Responsibilities all participants

AlmaU strives to implement best practices in its daily activities, therefore, the highest standards of behavior and professional ethics are expected from employees in the performance of their work. The employer strives to provide a safe environment for employees, free from discrimination on any grounds, including but not limited to: sex, gender, race, skin color, nationality, origin, property, family, social and official status, age, place of residence, attitude to religion, beliefs, affiliation or non-affiliation with public associations or any social groups. All participants in the educational process and partnership activities are responsible for maintaining a safe and respectful atmosphere at AlmaU.

AlmaU condemns discrimination against women in all its forms and agrees to pursue, without delay and by all appropriate means, a policy of eliminating discrimination against women. AlmaU Management shall take all appropriate measures to ensure the full development and advancement of women and their participation in the activities of the University in order to guarantee them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

The AlmaU management is committed to supporting the Policy, and in order to create opportunities to combine family responsibilities with work activities, in the Internal Labor Regulations in sections, 8, 11 The norms that establish the specifics of regulating the work of workers, including women with a child (children), were reflected.

To prevent discrimination against women on the grounds of marriage or motherhood and to guarantee them an effective right to work AlmaU shall take appropriate measures to prohibit, under penalty of disciplinary action, the termination of employment contracts of female employees at the initiative of the University on the grounds of pregnancy or maternity leave, or discrimination on the basis of marital status in hiring.

Women have the right: to equal employment opportunities, including the application of the same selection criteria for employment; to promotion and job security, as well as to enjoy all benefits and working conditions, to receive vocational training and retraining, including advanced training and internships; to equal remuneration, including benefits, to equal conditions in respect of work of equal value, to the measurement and elimination of the gender pay gap, as well as equal treatment in the assessment of the quality of work; the right to social security, in particular in the event of retirement, unemployment, sickness, disability and other incapacity for work, as well as the right to paid leave; the right to health protection and safe working conditions.

If an employee /student requires clarification on the application of the rules and regulations in force at AlmaU, he/she can contact: to the immediate supervisor; to the HR Department employee or the HR Managing Director; to the Commission on Corporate Ethics.

Employees, in accordance with the standards of the "Internal Labor Regulations", "Agreement on the Conciliation Commission for the Consideration of Individual Labor Disputes", the Regulation on Employee Appeals, "Regulations consideration of students' appeals" have the right to file an appeal/ complaint and protect their rights and legitimate interests in all ways that do not contradict the law.

Responsibility for violation

Any violation of this Policy is unacceptable at AlmaU. Employees/students have the right to contact authorized state bodies in accordance with the current legislative acts of the Republic of Kazakhstan in cases of violation of their rights and legitimate interests.

Conclusion

Respect and dignity are fundamental values, and all members of the AlmaU community are expected to treat each other with respect. 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 shared success and harmonious interactions.