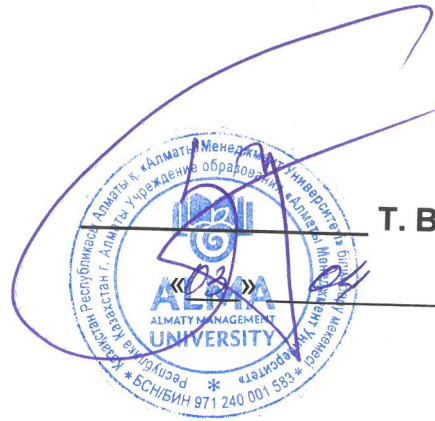




**ALMA**  
ALMATY MANAGEMENT  
UNIVERSITY



Approved

Rector


T. Buldybayev

2026 г.

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 Process owner: **Rector**  
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 \_\_\_\_\_ (signature)  
 Reason for cancellation: \_\_\_\_\_

	Position	Name	Signature	Date
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This document is intended for internal use by employees of Almaty Management University. Dissemination of the document to external stakeholders is permitted upon written request from the Rector.

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### 1. Purpose of the Document

This Equality, Diversity, and Inclusion Policy (hereinafter referred to as the Policy) reflects AlmaU's commitment to promoting equal opportunities and avoiding any unlawful or unfair discrimination and harassment in the workplace or study environment. This applies to all our employees and students.

### 2. Scope of the Document

This Policy is binding on all University employees.

### 3. References

This Policy is based on the legislation of the Republic of Kazakhstan and international standards.

### 4. Terms and Abbreviations

Inclusion is the process of effectively including people with special needs (disabilities, mental disabilities, language barriers) in all spheres of public life, ensuring them equal opportunities.

Slavery is a system of social relations in which a person (slave) is owned by another person (master, slave owner, owner, overlord) or the state.

AlmaU - Almaty Management University.

### 5. Responsibility

University and school management are responsible for ensuring and enforcing established rules.


### 6. Basic Provisions

The strategic values of EI "Almaty Management University" (hereinafter referred to as AlmaU) state: "Diversity and inclusion - we value sociocultural diversity and strive to create an atmosphere of mutual respect, where every employee and student contributes and achieves success." This Equality, Diversity and Inclusion Policy (hereinafter referred to as the Policy) reflects AlmaU's commitment to promoting equal opportunity and avoiding any unlawful or unfair discrimination and harassment in the place of work or study. It applies to all our employees and students. Sustainable development is a positive contribution to the development of the state, society and business; balanced and effective activities of the university; inclusion, commitment to lean principles.

AlmaU is an inclusive, welcoming and diverse community.

We view this as an integral part of our business and recognize that promoting equality of opportunity, valuing diversity and promoting a culture of inclusion is vital to our success.

We provide a supportive and inclusive learning, working and socializing environment where everyone feels valued and can work to achieve their potential.

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We offer opportunities open to everyone and decisions based on merit and free from bias.

We work to ensure that all our students, staff and visitors, and anyone who applies or wants to apply to work or study with us, are treated fairly, with dignity and respect.

In accordance with the Constitution of the Republic of Kazakhstan: “No one can be subjected to any discrimination based on origin, social, official and property status, gender, race, nationality, language, attitude to religion, beliefs, place of residence or any other circumstances.”

The University follows the principles of respect for others and integrity. Respect and trust allow increasing work efficiency by reducing bureaucratic and administrative barriers while maintaining a dynamic and effective team. Every employee, regardless of their position, treats their colleagues with understanding and respect.

### **Foreign Citizens, Refugees, and Stateless Persons**

AlmaU carries out educational activities for foreign citizens, refugees, and stateless persons in accordance with the legislation of the Republic of Kazakhstan, ensuring equal access to educational programs and respecting the rights of students, regardless of citizenship and legal status.


In accordance with Article 12 of the Constitution of the Republic of Kazakhstan (1995), foreigners and stateless persons enjoy rights and freedoms equal to those of citizens of the Republic of Kazakhstan, unless otherwise provided by law and international treaties.

According to the Law of the Republic of Kazakhstan "On Education" (2007), stateless persons permanently residing in the Republic of Kazakhstan have the right to receive an education on a competitive basis under the state educational procurement program (Article 8), as well as the right to choose an educational institution and mode of study (Article 47).

### **Zero tolerance for modern slavery**

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, including slavery, servitude, forced and compulsory labor, and human trafficking. All of these involve the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

The University adopts a zero-tolerance approach to modern slavery. The University is committed to acting ethically and with integrity in all its relationships.

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## **No discrimination on employment**

Individuals must not be subjected to discrimination in employment on the grounds that they are in a registered marriage or in a de facto marital or family relationship/civil partnership

**Application area: The policy is binding on all University employees**

### **Policy goals**

AlmaU is committed to creating and maintaining a positive and supportive working environment for our employees, as well as providing an excellent teaching and learning experience for our trainees. We strive to ensure that staff are equally valued and respected and that students are supported in their academic growth. We are committed to providing our students and staff with a fair, equitable and supportive learning and working environment. This is reflected in the core values of the University's strategy, which emphasizes the importance of:

- Implementation of the "Win-Win-Win" principle: According to this principle, any mutually beneficial cooperation between two parties (Win-Win) should be beneficial, as well as have a positive synergistic effect and impact on a third party – the society (Win).

- Proactive worldview "I am a Leader": Every student, employee, teacher and partner of AlmaU takes up a proactive worldview, which allows us to act as agents of change, demonstrate entrepreneurial thinking and culture, manage ourselves, our emotions, development, show our individuality, have dignity and honor, respect yourself and others.

- Promoting the philosophy of freedom of spirit, thought and speech: The University promotes the value of work-life balance. We value the fundamentals of academic, research and entrepreneurial freedom.

- Responsibility and Foresight: The University is responsible for its results to partners, clients, colleagues and society as a whole, anticipating the needs of society and working ahead of established deadlines. -The success of a university depends on a team of people: Its composition, professionalism, efficiency, solidarity, results orientation and synergy.


We want our staff and learners to reflect the diversity of the regional, national and international communities we serve and impact.

The policy provides coordination and implementation at a strategic level and is supported by additional policies to provide an integrated approach to ethical conduct across the University.

The University values its business reputation and image. External relations are built on the principles of mutual respect, openness, integrity, responsibility and transparency.

### **Policy Management**

The policy serves as a guide for raising awareness and understanding of equality, diversity and inclusion.

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The Rector of the University is responsible for implementing the policy, but every member of staff and student has a general responsibility to prevent and eliminate inappropriate behavior and promote good and respectful relationships between people.

The Human Resources Team, Student Government and Ethics Committee ensure that immediate action is taken to eliminate any type of discrimination.

Academic teams ensure that teaching material, where possible, includes positive, diverse, non-stereotypical content.

The policy is a public document available on the university website and the internal portal. It is important to ensure that staff, students and visitors are aware of this Policy.

In the event of an unfavorable situation, please contact your immediate supervisor, employee or director of Human Resources department, the Corporate Ethics Commission, or the Ombudsman to act and file a complaint or report of inappropriate behavior.

Changes or additions to the Policy can be proposed by any employee through the head of a structural unit of the University. Any changes made to this Policy will be communicated to all personnel.