

Equality and Diversity Policy

1. Introduction

One of the core values of our university is to embrace diversity in the educational environment. Caucasus University creates opportunities for its stakeholders to engage, understand and respect each other despite the differences in perspectives, values, beliefs, traditions, and world views. CU promotes the understanding of those differences which are shaped by different cultures, experiences, and backgrounds. We are sure that it is our responsibility to use differences as strengths in order to improve University culture and to develop an environment that ensures equality of access, opportunity, and participation.

2. Commitment to equality and diversity

Caucasus University is a socially diverse environment with stakeholders from many backgrounds and lifestyles. Each member brings unique experiences and knowledge that enriches our University. Caucasus University creates an environment that respects the diversity of stakeholders, enabling them to achieve their full potential, contribute fully and derive maximum benefit and enjoyment from their involvement in the life of our university by following the basic rights:

- to be treated with respect and dignity
- to be treated fairly
- to be encouraged to reach one's full potential

We value and are committed to the diversity of race, ethnicity, religion, gender, age and sexual orientation.

Caucasus University is committed to:

- balance the proportion of women/men in the academic and administrative personnel;
- guarantee equal support for career progression regardless of race, ethnicity, religion, gender, age, and sexual orientation;
- provide equal remuneration to personnel for work of equal or comparable value regardless of race, ethnicity, religion, gender, age, and sexual orientation;
- remove barriers that prevent any person from participating equally in the workplace
- change the workplace and educational culture to embrace equality as a normative practice

3. Dealing with discrimination

No individual will be unjustly discriminated against. This includes discrimination because of age, disability, gender reassignment, marriage, pregnancy and maternity, race, religion and belief, sex, and sexual orientation. We perceive bullying, harassment, and victimization of any individual as contradictory to our aspirations for a supportive working environment and will not be tolerated. Any allegations of such

behavior will be investigated, and ultimately disciplined, in accordance with the procedures of the disciplinary committee of Caucasus University.