

Diversity Policy of Caucasus University

1. General Statement

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. Caucasus University promotes the understanding of those differences which are shaped by different cultures, experiences and backgrounds. We are sure that it is our responsibility to challenge our stakeholders 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.

3. Dealing with discrimination

No individual will be unjustly discriminated against. This includes discrimination because of age, race, ethnicity, religion, gender, age 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 properly treated.