



Gender Equality Policy of Azerbaijan Technical University

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Purpose	Gender equality policies at universities aim to create a supportive and inclusive environment where all staff and students can thrive academically, professionally, and personally, regardless of gender.

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Introduction

"Azerbaijan Technical University (hereinafter - AzTU) gender equality" document (hereinafter - "Document") has been compiled based on the Law of the Republic of Azerbaijan dated 10.10.2006 "Ensuring gender (male and female) equality" on ensuring the protection of legal freedom of studying and working women, ending gender discrimination, and ensuring the fight against domestic violence, the relevant provisions of the Constitution have been considered as well.

This "Document" has been prepared in order to observe equal opportunities for men and women in political, economic, social, cultural and other spheres of public life in AzTU.

The paper also undertakes the responsibility of creating equal access to knowledge and skills for all female and male students at Azerbaijan Technical University.

Basic concepts

Employees of AzTU get equal rewards, resources and opportunities regardless of their genders. A work environment where all employees are treated with respect and dignity at AzTU, regardless of gender, the same approach is applied in the assessment and evaluation of their work.

To develop and advance the careers of women and men at the University, not to discriminate on the basis of sexual orientation during the measures taken to improve equal opportunities, welfare and working conditions

To ensure safe, healthy and decent working conditions for employees of the university, regardless of their genders, and to regulate the satisfaction of the needs of employees related to pregnancy or maternity according to the legislation of the Republic of Azerbaijan.

Not to be guided by the principle of gender in handling university complaints, in the implementation of disciplinary measures, in terminating the employment contract.

At AzTU, all students can fully realize their potentials, their genders do not affect the teaching-learning process, an equal attitude is ensured towards all of them.

To ensure the protection of female students' rights concerning to respect, personal and economic security in campus life.

Paying attention to the formation of the right attitude and behavior, social responsibility, empathy and sensitivity, equal relations in students/

A socially and morally appropriate learning environment for all students at the University, regardless of their genders and to ensure completely equal opportunities for all students.

Scope

The current "Document" applies to all members of the university community and encompasses all aspects of university life. This policy's all - round scope provide that gender equality principles are integrated into every area of university functioning and activities.

The Gender Equality Policy provide to equal opportunities in admissions, inclusive curriculum and teaching, support for academic and career development, equal participation in extracurricular activities, safe and supportive campus life for all students.

This policy provides equal employment opportunities, professional development and career advancement, work-life balance, awareness and training, inclusive work environment for

university staff.

The Gender Equality Policy ensures that guests and visitors are treated with dignity, respect, and fairness, in alignment with the university's commitment to gender equality. By fostering an inclusive and safe environment, the university aims to provide a positive experience for all guests and visitors, reflecting its values of equality and diversity.

Our mission

The principles defined in the policy consist of ensuring gender equality by eliminating all forms of discrimination based on genders of all employees and students of Azerbaijan Technical University, as well as creating equal opportunities for men and women in political, economic, social, cultural and other fields of public life.

Increasing the number of women in specialities where they are underrepresented and arranging special programs for women (mentoring, entrepreneurship, etc.).

Creating the necessary material and technical base and convenient conditions for the safe work of the university.

Responsibility

Employees of AzTU and as well as its students are responsible relating to support and promotion of healthy living, welfare and safety policies.

Policies that promote gender equality across all university operations, including admissions, curriculum, employment practices, and campus life, are created, reviewed, and updated.

Fair and unbiased recruitment, hiring, and promotion practices are implemented to eliminate gender bias and ensure equal opportunities for all genders.

Health services that are sensitive to the needs of all genders, including mental health support and access to resources for reproductive health, are offered.

Guidance

Employees and students are given training according to the policies of AzTu.

We maintain accountability by regularly monitoring progress, evaluating outcomes, and transparently communicating our achievements and challenges in advancing gender equality.

Equal access to higher education at all levels and fields of study is ensured for girls and boys. Gender disparities in access to all types of postgraduate education are eliminated, and equal opportunities for scientific careers are created.

Equal participation of women and men in leadership and decision-making processes in higher education is ensured.

Final conclusions

AzTU states that it will regularly review and make continuous improvements in order to ensure the effectiveness of the current "Document" and compliance with relevant laws and regulations.

Our policy appeal gender equality across all facets of university life, including admissions, curriculum development, employment practices, campus activities, and support services.

We are loyal to eliminating gender bias through fair and unbiased recruitment, hiring, and

promotion practices. Our aim is to ensure equal opportunities for professional growth and development regardless of gender identity.

We create a university community where everyone has equal opportunities to improve, innovate, and succeed, irrespective of gender.

Review

This policy will be reviewed at least every 2 years. The previous version of the policy will remain in full force and effect until the adoption of new version.