



EMPLOYMENT POLICY TO END DISCRIMINATION IN THE WORKPLACE



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Stavropol

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1. GENERAL PROVISIONS

1.1 For the purposes of this Policy, the concept of “ending discrimination in the university workplace” means the exclusion of any restrictions in labor rights and freedoms or the receipt of any advantages based on gender or sexual orientation, race, color, nationality, language, origin, property, family, social and official status, age, place of residence, attitude to religion, beliefs, membership or non-belonging to public associations or any social groups, as well as other circumstances not related to the employee’s business qualities.

1.2 Federal State Budgetary Educational Institution of Higher Education Stavropol State Agrarian University (hereinafter referred to as the University) condemns discrimination in the workplace in all its forms, agrees to urgently implement a policy of eliminating discrimination in the workplace in all appropriate ways, and for this purpose a set of measures has been developed.

2. COMPLEX OF MEASURES

2.1 The University is committed to incorporating the principle of non-discrimination in the workplace in its founding documents and local regulations and to ensuring, through other appropriate means, the practical implementation of this principle.

2.2 The University takes appropriate measures to prohibit any discrimination in the workplace.

2.3 The University refrains from committing any discriminatory act or practice against its employees and guarantees that it will carry out its activities in accordance with this commitment.

2.4 The University is committed to taking all appropriate measures to eliminate discrimination in the workplace by any person, organization or business.

2.5 The University shall take all appropriate measures to ensure the full development and progress of staff and their participation in the activities of the University in order to guarantee their enjoyment and enjoyment of human rights and fundamental freedoms.

2.6 The University shall take all appropriate measures to eliminate discrimination in the world of work, with a view to changing the social and cultural patterns of behavior of men and women to eradicate prejudices and abolish customs and all other practices which are based on the idea of inferiority or superiority of either sex.

2.7 The University takes all appropriate measures to eliminate labor discrimination



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in all areas of activity and provides employees with equal conditions for:

2.7.1. participation in voting in all elections to all collegial bodies of the University.

2.7.2. participation in the formulation and implementation of the goals and mission of the University.

2.8 The University takes all appropriate measures to eliminate discrimination against employees in the field of employment in order to ensure equal rights for all, in particular:

2.8.1. The right to work is an inalienable right of all people.

2.8.2. The right to equal opportunity in employment, including the application of the same selection criteria for hiring.

2.8.3. The right to promotion and job security, as well as to enjoy all benefits and working conditions, to receive professional training and retraining, including advanced training and internships.

2.8.4. The right to equal remuneration, including benefits, equal treatment for work of equal value, and equal consideration of the quality of work.

2.8.5. The right to social security, in particular in the case of retirement, unemployment, illness, disability, old age and other cases of disability, as well as the right to paid leave.

2.8.6. The right to health protection and safe working conditions.

2.9 The University shall take appropriate measures to prohibit, subject to penalty of sanctions, the dismissal of women from employment on the grounds of pregnancy or maternity leave or discrimination in dismissal on the basis of marital status. Eliminates discrimination against women on the grounds of marriage or motherhood and guarantees them effective rights to work.

2.10 If you have any questions regarding the application of the Employment Policy to End Discrimination in the Workplace, it is recommended that you contact your immediate supervisor. If the employee believes that such an appeal is inappropriate or ineffective, then ask the question “direct line”. However, circumstances may force the employee to remain anonymous.

Recommendations for using the “direct line” are presented on the official corporate website of the University in the “Question and Answer” section.