



FEDERAL STATE BUDGET EDUCATIONAL INSTITUTION OF HIGHER  
EDUCATION "STAVROPOL STATE AGRICULTURAL UNIVERSITY"



# **EQUALITY, DIVERSITY AND INCLUSION STRATEGY**

**Stavropol**

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HIGHER EDUCATION  
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**EQUALITY, DIVERSITY AND INCLUSION STRATEGY**

SSAU is committed to developing an inclusive corporate culture that promotes equality, values diversity and supports a working, learning and social environment that respects the rights and dignity of all its employees and students. This strategy sets out SSAU's commitment to principles such as equality, diversity and inclusion in all areas of its activities.

SSAU's Equality, Diversity and Inclusion Strategy was developed with the goal of creating an equal opportunity university in order to integrate all staff and students into a single educational environment. In implementing this strategy, SSAU relies on the knowledge of teachers, staff and students belonging to various heterogeneous groups, identifies their personal potential in order to optimally use them for the benefit of the university.

SSAU interprets **“equality”** as the University’s desire to provide a fair environment in which every employee and student has the opportunity to realize their potential. The activities of all structural divisions of SSAU are carried out in accordance with such values as the unique personality of each employee and each student and the right to self-realization and self-development, which eliminate the possibility of inequality in the activities of SSAU.

By **“diversity”** SSAU understands differences in the broadest sense, that is, the creation of an inclusive culture and social environment that recognizes, respects, values and accepts differences for the benefit of all. The University supports diversity among its members and is committed to achieving equity by implementing transparent policies, practices and procedures, and providing effective support.

The foundation of the organizational development of SSAU is diversity, which is built on the knowledge of teachers, staff and students belonging to various heterogeneous groups.

The University understands **inclusion** as institutional and individual efforts and actions to develop an educational environment and corporate culture in which every employee and student feels valued and involved in the activities of SSAU. The main goal of inclusive education at SSAU is to build a university of equal opportunities.

SSAU in its activities creates conditions that allow all employees and students, regardless of the characteristics of their physical development, health status, ethnic origin, religious views, worldview, to receive or implement high-quality higher education, to participate in research, cultural, leisure and other types activities without discrimination against them, with respect and recognition by the academic community of their characteristics, rights and freedoms.

The University does not discriminate against members of its community on the grounds of age, disability, domestic or civil partnership, pregnancy and maternity, race



(including colour, nationality and ethnic or national origin), religion or belief (including non-belief), gender or sexual orientation.

The University expects all members of the University community to treat each other with respect, courtesy and consideration and will not tolerate any form of unlawful discrimination. SSAU has an Employment Policy on Ending Discrimination in the Workplace, which condemns discrimination in all its forms.

SSAU works closely with the trade union body and the interethnic council, representing the interests of employees and students on issues of equality and diversity, as well as the development of an inclusive environment.

The strategy is designed to cover behavior at the university. This includes all activities on university premises, as well as during university activities outside the university, whether academic, sporting, social, cultural or other activities.

SSAU's Equity, Diversity and Inclusion strategy applies to all members of the university community, including:

- all students with whom a training contract has been concluded;
- all employees working under an employment contract;
- all employees working under civil contracts;
- tenants using premises or services
- University;
- suppliers and contractors working for the university;
- volunteers and interns;
- strategic partners and other stakeholders.

University employees who manage or supervise other employees or students are responsible for ensuring that equality is an integral part of their team's work and for creating an inclusive working, research and learning environment.

All staff and students are responsible for:

- understanding and adherence to this strategy;
- treating others with dignity and respect;
- the University's commitment to promoting equality of opportunity and eliminating unlawful discrimination and harassment.

Heads of SSAU structural units are responsible for the day-to-day implementation of this strategy and for supporting the achievement of the University's strategic goals to ensure equality, diversity and inclusion.

All members of the University community are expected to act in accordance with this policy and treat each other with respect in all forms of communication, including online. All staff and students are required to comply with applicable University social media policies.

### **A set of measures to implement the Strategy**

The University is committed to creating a working, learning, cultural and social environment based on dignity and respect, where differences are valued and celebrated to enrich the community. SSAU is committed to providing support to all staff and students so that they can achieve their full potential, contribute and derive maximum benefit and enjoyment from their participation in the life of the University.



To achieve this goal, SSAU undertakes the following main obligations:

- promote a positive work and study culture that allows freedom of thought and expression within a framework of mutual respect and without infringing on the dignity of others;
- create a favorable corporate climate in
- university equality community,
- diversity and inclusion;
- eliminate discrimination, harassment and victimization;
- promote equality of opportunity;
- attract students to educational and scientific
- research activities with outstanding potential, regardless of their origin, nationality and religion;
- work to ensure that teaching and assessment provide all students with equal opportunities to achieve and demonstrate their academic potential;
- strive in relation to personnel to ensure that employment and promotion are determined solely by criteria that are associated with the responsibilities of a specific position and the corresponding category;
- stimulate the career growth of staff and their advancement in order to ensure diverse representation at all levels in the activities of the University;
- support senior members of the University in demonstrating leadership on issues of equality, diversity and inclusion;
- publish this strategy and any relevant codes of practice and guidance;
- develop equality goals and an action plan and report on progress towards achieving these goals;
- track and publish data about your employees, students and applicants;
- promote awareness and understanding of equality, diversity and inclusion among staff and students;
- facilitate centralized consultation with specific groups of staff and students;
- provide information and recommendations to all structural units of the University so that they can fulfill their duties;
- ensure monitoring of key strategic issues in relation to equality, diversity and inclusion.

Responsibilities of staff and students of SSAU:

- Treat members of the University community with dignity and respect, adhering to the standards set forth in the Employment and Non-Discrimination Policy;
- exclude in their actions intimidation, harassment and insult to members of the university community;
- support measures taken to promote equality, diversity and inclusion and eliminate discrimination;
- promote awareness and learning of the standards of the current Equality, Diversity and Inclusion Strategy and its amendments.

The University requires that all members of the community undertake the above responsibilities and adhere to them regularly.



Accordingly, SSAU recognizes that equality, diversity and inclusion are integral elements of all its activities and promotes awareness of equality and the application of best practice in this area.

The University is strongly committed to the principles of equality of opportunity and the promotion of diversity for the benefit of all members of the University community. The University's approach is to promote equality across its full range of activities, in employment, teaching and learning, and as a partner working with and within local, national and international communities.

The University takes all appropriate measures to educate and inform employees about the fair implementation of equality, diversity and inclusion, as well as the social responsibility of SSAU in relation to this issue.

The Equality, Diversity and Inclusion Strategy ensures that every SSAU employee and student has the right to be treated with respect and allows employees to disclose information without fear of retribution that they believe indicates unfair treatment at the University. If violations of the principles of equality, diversity and inclusion occur, they must be reported. Employees can report confidentially and anonymously as follows:

- university management and heads of structural divisions;
- specialists of the personnel development department, using "request boxes";
- ask a question using the service on the official corporate portal of SSAU in the "Question and Answer" section (<http://www.stgau.ru/ANS/>);
- or use another acceptable method of informing SSAU employees.

The University has a program of action to support its equality strategy, monitor its effectiveness and communicate in achieving its goals.

SSAU guarantees the practical implementation of this strategy in all areas of its activities.