Policy originally adopted in March 2016
Most recently reviewed and updated in March 2026
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The policy is reviewed annually.

REGULATION

on the Prevention of Discrimination and Ensuring Equal Rights and Opportunities for Women and Transgender

at Tashkent State university of Uzbek Language and Literature

Purpose and Scope

This Regulation establishes the institutional framework, procedures, and mechanisms for preventing discrimination and ensuring equal rights and opportunities for women at Tashkent State University of Uzbek Language and Literature (TSUULL), in accordance with the Law of the Republic of Uzbekistan “On Guarantees of Equal Rights and Opportunities for Women and Men” (No. O‘RQ-562, dated September 2, 2019), and related normative acts.

1. General Provisions

1.1. This Regulation defines the main principles, procedures, and responsibilities for ensuring gender equality and preventing discrimination against women within the Tashkent State University of Uzbek Language and Literature (TSUULL).
1.2. The Regulation has been developed in accordance with the Law of the Republic of Uzbekistan “On Guarantees of Equal Rights and Opportunities for Women and Men” and relevant national and university policies on gender equality and social inclusion.
1.3. The purpose of this Regulation is to promote an inclusive, equitable, and respectful academic and working environment where all members of the university community are treated fairly, regardless of gender, family status, or social background.

2. Objectives

2.1. To eliminate direct and indirect discrimination based on gender in all spheres of university life, including admission, employment, education, research, and decision-making.

2.2. To ensure equal rights and opportunities for women and men in academic, administrative, and social participation at TSUULL.

2.3. To strengthen the institutional framework for gender equality, improve awareness, and establish accountability mechanisms for implementation.

3. Key Definitions

3.1. **Gender** – The social aspect of relations between women and men, manifested in all areas of social life, including politics, economics, law, ideology, culture, education, and science.

3.2. **Gender Equality Policy Measures** – Temporary special measures adopted by the university to eliminate gender inequality and ensure real equality between women and men.

3.3. **Direct Gender Discrimination** – Any distinction, exclusion, or restriction aimed at denying recognition or realization of equal rights and freedoms of women and men, including discrimination based on family status, pregnancy, or family responsibilities.

3.4. **Indirect Gender Discrimination** – The creation of situations or requirements that place individuals of one gender at a disadvantage compared to those of another gender.

3.5. **Gender Legal Expertise** – Analysis of university regulations, policies, and procedures for compliance with the principles of equal rights and opportunities for women and men.

3.6. **Gender Statistics** – Statistical data reflecting the condition and participation of women and men in all areas of university activity, collected and analyzed separately by gender.

3.7. **Reasonable Accommodation** – Necessary and appropriate adjustments made to ensure access to education or employment for individuals affected by temporary disability, pregnancy, childbirth, or paternity leave.

4. Key Principles

4.1. Legality and compliance with national gender equality legislation.

4.2. Equality of rights and opportunities between women and men in all areas of university life.

4.3. Non-discrimination on the basis of gender, marital or parental status.

4.4. Transparency, fairness, and accountability in all gender-related decisions.

4.5. Institutional support for women’s advancement and participation in academic and leadership roles.

5. Measures for Preventing Discrimination Against Women

5.1. TSUULL guarantees equal access for women and men to education, employment, research, and promotion opportunities.

5.2. The following measures are not considered discrimination:

5.2.1. Regulation of maternity, childbirth, and parental leave procedures.

5.2.2. Implementation of temporary special measures to achieve gender balance in specific areas.

5.2.3. Actions aimed at preserving reproductive health and protecting motherhood.

5.2.4. Positive actions promoting the social position of women and ensuring their equal participation in university life.

5¹. Prevention of Discrimination Against Transgender Individuals

5¹.1. TSUULL upholds the principle of equality and explicitly prohibits any form of discrimination, exclusion, or harassment based on gender identity or gender expression.

5¹.2. The University recognizes and respects the rights of transgender individuals as equal members of the academic community, ensuring their full participation in education, employment, and social life without prejudice or bias.

5¹.3. Discriminatory behavior, derogatory treatment, or any act of hostility toward transgender students, staff, or applicants is strictly prohibited and subject to disciplinary action in accordance with university policies.

5¹.4. TSUULL commits to creating a safe, respectful, and inclusive environment for transgender individuals through awareness programs, counseling support, and non-discriminatory administrative procedures.

5¹.5. The University shall ensure that all institutional policies, facilities, and documentation respect individuals' self-identified gender and provide reasonable accommodations when necessary to protect dignity and privacy.

6. Support for Female Applicants and Students

6.1. TSUULL is committed to empowering female applicants and students through dedicated institutional programmes.

6.2. These include:

6.2.1. Mentorship and leadership programmes.

6.2.2. Capacity-building workshops.

6.2.3. Recognition of women's academic achievements.

6.2.4. Awareness campaigns promoting diverse career paths and non-stereotypical professions.

6.3. The University also provides **special grants and scholarships** for female applicants to **Master's degree programmes**, in accordance with university regulations on social and academic support for women.

7. Targeted Support for Women from Low-Income Families

7.1. In line with TSUULL's social responsibility mission, the University provides financial and academic assistance to talented women from low-income families and vulnerable backgrounds.

7.2. Such support includes free or subsidized accommodation, textbooks, laptops, counselling services, and monthly stipends.

7.3. Faculty mentors provide individual academic support to ensure successful adaptation and completion of studies.

7.4. Additional special university grants are available to promote access, retention, and success among female students from disadvantaged backgrounds.

8. Gender Data Collection and Monitoring

8.1. TSUULL maintains gender-disaggregated data across all university activities, including admissions, staffing, promotions, and research participation.

8.2. The Human Resources and Academic Affairs Departments collect and analyze gender indicators to identify and address inequality.

8.3. Annual reports on gender equality progress are submitted to the Rector and the University Council for review and action.

9. Roles and Responsibilities

9.1. **University Administration**

9.1.1. Ensures institutional compliance with national gender equality laws and university policy.

9.1.2. Allocates resources and approves annual gender action plans.

9.2. **Deans and Department Heads**

9.2.1. Integrate gender-sensitive practices into teaching, research, and staff management.

9.2.2. Prevent gender-based discrimination or harassment within their units.

9.3. **Human Resources Department**

9.3.1. Conducts gender audits and ensures equal recruitment and promotion procedures.

9.3.2. Provides training for staff on gender equality and inclusion.

9.4. **Gender Equality Committee**

9.4.1. Monitors implementation of this Regulation.

9.4.2. Conducts internal reviews, receives complaints, and recommends corrective actions.

9.5. **Students and Staff Members**

9.5.1. Must respect gender equality principles and report any cases of discrimination.

Handling of reports

Step	Action	Deadline
1	Report received; Focal Point registers it (reference number) and gives the complainant a receipt and information on rights and services	Same working day
2	**Risk assessment** and interim safety measures (change of seat, group, dormitory room, schedule; remote work or study; no-contact instruction; escorted access; psychological and medical referral)	Within **24 hours**
3	Committee Chair classifies the case: (A) discrimination, (B) harassment/violence, (C) other misconduct, and decides on referral	Within **2 working days**
4	**Mandatory referral** to the internal affairs bodies in cases of established harassment or violence; referral of suspected crimes to law enforcement	**Immediately** once facts are established
5	Investigation: written statements, interviews with both sides and witnesses, evidence; respondent informed of allegations and heard	Within **15 working days** (extendable once by 10 with reasons)
6	Committee conclusion and recommendation to the Rector	Within **3 working days** after investigation
7	Rector's decision; both sides informed in writing, with right to appeal	Within **5 working days**
8	Follow-up check-ins with the affected person; retaliation monitoring	At 1, 3 and 6 months

10. Final Provisions

10.1. This Regulation enters into force upon approval by the University Council.

10.2. Amendments or updates to this Regulation shall be made in accordance with institutional procedures and national legislation.

Official Note

This English version has been prepared for informational and institutional use. In the event of discrepancies or interpretation issues, the Uzbek version of the Regulation shall prevail as the official legal text.

Tap to see the official legal texts: https://lex.uz/uz/docs/5167654 https://lex.uz/uz/docs/-4494709