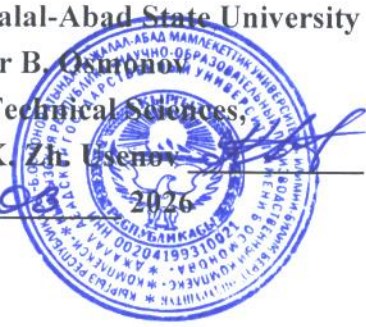


MINISTRY OF SCIENCE, HIGHER EDUCATION AND
INNOVATIONS OF THE KYRGYZ REPUBLIC

JALAL-ABAD STATE UNIVERSITY named after B. Osmonov

Reviewed and recommended for
approval at the Academic Council of
Jalal-Abad State University
named after B. Osmonov
Protocol No. 5
“ 5 ” 03 2026

APPROVED
Rector of Jalal-Abad State University
named after B. Osmonov
Doctor of Technical Sciences,
Professor K. Zh. Usenov
“ 5 ” 03 2026



POLICY ON EQUALITY, DIVERSITY, AND INCLUSION
(EDI)

Manas
2026

TABLE OF CONTENTS

- 1. General Provisions — 3**
- 2. Purpose of the Policy — 4**
- 3. Alignment with Sustainable Development (ESG)**
- 4. Core Principles**
- 5. Key ESG Indicators**
- 6. Prohibited Forms of Discrimination**
- 7. Implementation Mechanisms**
- 8. Complaint Submission and Review Procedure**
- 9. Responsible Bodies**
- 10. Monitoring and Reporting**
- 11. Final Provisions**

1. GENERAL PROVISIONS

1.1. This Policy has been developed in accordance with the legislation of the Kyrgyz Republic, the University's Strategic Development Plan, and international principles of sustainable development (ESG).

1.2. The Policy defines a system for ensuring equal opportunities, fostering an inclusive educational environment, and preventing discrimination.

1.3. The Policy applies to all participants in the educational process, including students (undergraduate, graduate, and doctoral), academic staff, administrative and managerial personnel, support and technical staff, applicants, alumni, interns, volunteers, as well as partners and other individuals present on university premises or representing its interests.

1.4. The Policy is reviewed at a meeting of the University Academic Council, approved by an order of the Rector, must be published on the official website, and is binding for all participants in the educational process.

2. PURPOSE OF THE POLICY

To ensure equal rights and opportunities for all participants in the educational process; to create an inclusive, safe, and non-discriminatory educational environment that promotes full participation of students and staff in academic, research, and social activities of the University; and to foster social responsibility, gender equality, and sustainable values in line with ESG principles and the requirements of QS World University Rankings: Sustainability.

3. ALIGNMENT WITH SUSTAINABLE DEVELOPMENT (ESG)

3.1. The Policy implements the principles of Social Impact (Equality).

3.2. It is aimed at promoting gender equality, access to education, social integration, and support for vulnerable groups.

4. CORE PRINCIPLES

- Equal opportunities;
- Non-discrimination;
- Gender equality;
- Inclusiveness;
- Social justice;
- Accessibility of education;
- Transparency;
- Accountability;
- Confidentiality;
- Respect for human dignity.

5. KEY ESG INDICATORS

The University ensures monitoring of: gender balance among students, gender balance among staff, representation of women in management, accessibility for students with disabilities, participation of vulnerable groups, level of student engagement, number of complaints, and level of satisfaction.

6. PROHIBITED FORMS OF DISCRIMINATION

The following are prohibited:

- Gender discrimination;
- Ethnic discrimination;
- Religious discrimination;
- Discrimination based on health status;
- Social discrimination;
- Bullying and cyberbullying;
- Degrading treatment;
- Psychological pressure;
- Restriction of access to education;
- Unequal access to resources.

7. IMPLEMENTATION MECHANISMS

1. Establishment of an Ethics Committee;
2. Introduction of a complaints system;
3. Conducting training programs;
4. Awareness-raising and information dissemination;
5. Monitoring;
6. Reporting.

8. PROCEDURE FOR SUBMISSION AND REVIEW OF COMPLAINTS

8.1. Complaints are reviewed in accordance with the University's Code of Ethics.

8.2. Grounds for submission include discrimination, insults, and conflict situations.

8.3. Complaints may be submitted to the Head of Department, the administration, or the Ethics Committee.

8.4. Review procedure: registration, verification, review by the committee, decision.

8.5. Principles: objectivity, confidentiality, and fairness.

8.6. Measures: warning, disciplinary actions, expulsion, or dismissal.

9. RESPONSIBLE BODIES

- Rectorate;
- Ethics Committee;
- Administration of institutes and colleges;
- Departments and academic units.

10. MONITORING AND REPORTING

- Data collection;
- Analysis;
- Reporting;
- Corrective actions.