



**New Vision University**

**Diversity and Equality Policy**

## Contents

|  |   |
|--|---|
| 1. Policy Statement.....                                   | 3 |
| 2. Aim and scope of the policy .....                       | 4 |
| 3. New Vision University’s Responsibility.....             | 4 |
| 4. Principles of the Policy .....                          | 5 |
| 5. Review and amendments and other relevant policies ..... | 7 |

## 1. Policy Statement

New Vision University (hereinafter – “University” or “NVU”) , upholding its core values of diversity, equality and equity, is committed to providing an open, diverse and inclusive learning and working environment, where the equality of opportunity and respect for all its members is protected.

Promoting equal access to education to students from around the world is declared in our mission statement and practiced in our day-to-day activities.

Upholding equal access and equity, we adhere to diverse student-centered education and lifelong learning opportunities, as stated in our vision.

Enhancing diversity of staff and students is one of our strategic priorities, our every activity is guided by the principles of equal opportunity. We cherish the diversity of staff and students with full openness to embrace differences and promote equity. We seek to promote good practice, contribute to sharing our core values in society and have a positive impact on community.

We acknowledge that maintaining an inclusive and open environment depends on actions of each of the member of the community, therefore, expect the members of the university to treat each other with respect and will not tolerate discrimination upon any grounds, including:

- Race
- Age
- Sex
- Citizenship
- Origin
- Place of birth or residence
- Property or social status
- Belief, religion or the lack of religion
- National, ethnic or social origin,
- Sexual orientation
- Gender
- Gender Identity
- Gender reassignment
- Disability
- Marital status, marriage and civil partnership
- Pregnancy, maternity or parental status
- Political views
- Health condition
- Other characteristics

University implements and oversees policies and practices to eliminate discrimination or any unjust treatment of students and staff based on the individual characteristics (see the list above)

– actual, perceptive or associative and takes necessary actions to ensure that NVU student and staff are not subjected to discrimination or harassment by our community members.

When the member of the university community has been subjected to discriminatory behavior, harassment or victimization during admission, appointment or progression, as well as the other university-related activities by the member of the university community, the university will take prompt actions, which includes review/investigation of the case and imposing of the relevant disciplinary sanction, proportionate to the misconduct.

Behavior like assault (physical or sexual), severe intimidation and violence or violent threats are matters that should be reported to the police for investigation. If the behavior reported to the university is of criminal matter, university will take prompt action to involve relevant authority.

## 2. Aim and scope of the policy

To ensure that every member of the university community is guided by the principles of equal opportunity, equity, respect and inclusion, the university developed the policy providing framework for conduct. The policy is developed with collaborative effort of the university community, shared and public and contributes to raising awareness on diversity, equality and equity.

All members of the university community should abide the principles laid out in the policy, including university staff, students, volunteers, contractors, staff of the university companies, or visitors/participants in the university-organized events.

All staff members and students should be familiar with and share the principles of the policy.

This policy applies to the university context, including sporting, social, cultural, extracurricular events and communication outside of the university walls (including social media). However, if NVU staff member or student is engaged in the discriminatory behavior outside of the university, university will take necessary actions, as the core values of the university should be promoted and lived by its members within and outside of the campus.

## 3. New Vision University's Responsibility

NVU takes the responsibility to share the policy and advocate diversity, equality, equity and inclusion.

NVU commits to creating an inclusive and diverse environment and protecting the rights of every individual.

All members of the university community have the right to learn and work in the environment free from discrimination and unfair actions. NVU takes responsibility to eliminate discrimination, harassment and other hostile behavior based on individual characteristics of the person (as described in the clause 1 of the policy) and advance equality of opportunities for its community members. We will take necessary actions to investigate every case of possible discriminatory or other unlawful behavior.

NVU supports and guides students and staff to understand the policy, feel safe and supported while reporting the misconduct. Student or staff member, witnessing or being the subject of discriminatory behavior is expected to report on the misconduct.

NVU takes the responsibility to treat all the complaints in a fair, sensitive and confidential manner. The safety of the person reporting misconduct will be protected and we guarantee protection from educational or employment disadvantage.

We will also protect the individual rights of the person under investigation, before we study and analyze the case.

NVU will review the effectiveness of the policy. The disciplinary committee with the equality officer is responsible for investigating the case of discriminatory behavior, as well as consulting students or staff on the policy and issues of diversity and equality.

## 4. Principles of the Policy

University supports open, inclusive and diverse environment, where each member feels safe and can maximize one's potential, bringing diverse experience and viewpoints and enriching learning and working environment.

Each member of the community will be treated fairly and provided with equal opportunities no matter of the individual characteristics, stated in the clause 1. University implements policies, practices and procedures to ensure equity for all students and staff and monitors their successful implementation, effectiveness and impact.

### 1. Students, Student Admission and Progression

- University aspires to provide equal opportunities to students all around the world and every student, or prospective student will be treated equally. Decisions on the admissions are to be solely based on the relevant, clear and concrete admission criteria that are known to the applicants.
- University takes necessary actions to ensure that student assessment and progression is based on the merit and free from any bias (positive or negative).
- NVU Supports different needs of students, implements special measures, to ensure equal opportunities for the groups of students that may need special support.
- Every student has an equitable access to the education, university property, services and benefits (except of benefits planned within the special measures, aimed at certain

group of students) offered by NVU. Participation in university activities and events should be equally accessible to every student.

## **2. Staff, Staff appointment and progression**

- We ensure that employment of the staff, as well as their progression are determined solely by the criteria determined for the particular position and the performance and qualifications of the particular staff member. Adhering to the principles laid out in this policy, staff members/job applicants will not be discriminated based on gender, age, marital status, pregnancy, race, ethnic origin, gender identity, disability, religious or political views or other characteristics, unrelated to job requirements.
- Relevant measures will be taken to eliminate discrimination on any grounds at the workplace and ensure safe and welcoming environment for every staff member. The managers, heads of the administrative units or committees are responsible for fostering an inclusive environment at the workplace. Employees, creating hostile environment at the workplace will be subject to the disciplinary measures. Continual hostile behavior can lead to the dismissal of the employee.
- NVU commits to providing equal pay to employees, the remuneration of the employees are solely defined by the requirements for the position. Characteristics of the employees, including gender or nationality, should not impact the pay range.

## **3. Public Outreach and Services**

- The public outreach activities, carried out by the university are to be equally accessible to every person, no matter of the characteristics described in the policy.
- Equal access should be guaranteed to the lifelong learning opportunities offered by the university.
- University will plan and implement public outreach activities, aimed at increasing awareness on equality and equity, as well as aimed at the integration of underrepresented groups and benefiting a wide range of community.
- University, while planning and implementing sporting activities, will support and promote inclusion in sports.
- University resources, services, benefits, events or activities, accessible to public should be equally accessible to every member of society, no matter of the ethnicity, sex, gender, gender identity or other characteristics, as described in the policy.
- University can plan and implement public outreach or social responsibility programs aimed at benefiting specific groups, especially vulnerable groups within the framework of special programs/measures.

## **4. Academic Freedom and Freedom of Speech**

- We value academic freedom and freedom of speech as the core principle for any academic community. Academic freedom is protected by the relevant university regulations and statutes, but academic freedom and freedom of speech cannot be used as the justification of the discriminatory statements. All members of the university

community are expected to engage in debates, research and other activities with due respect to every person.

#### **5. Support services**

- University will take relevant actions to support people subjected to discrimination, harassment or hate speech. University staff and students can benefit from the psychological services offered at campus, as well as legal aid, if needed, free of charge.

#### **5. Review and amendments and other relevant policies**

The policy is subject to review and amendments, based on the evaluation of its effectiveness. The policy is complemented with the student and staff conduct policy.