

Inclusivity Policy of Navoi State Pedagogical Institute

To promote inclusivity and ensure access to activities for all individuals, Navoi State Pedagogical Institute adopt a comprehensive policy

1. Non-Discrimination Clause

- **Statement of Commitment:** NSPI will not discriminate against any individual based on ethnicity, religion, disability, immigration status, or gender in all university-related activities, including admissions, employment, and participation in programs.
- **Legal Compliance:** This policy will adhere to local, state, and federal laws regarding anti-discrimination and equal opportunity.

2. Accessibility Standards

- **Physical Accessibility:** All university buildings, facilities, and event spaces must comply with the Individuals with Disabilities Act or equivalent local standards. This includes ramps, elevators, accessible restrooms, and designated seating.
- **Digital Accessibility:** All online resources, including websites, course materials, and event registrations, must comply with Web Content Accessibility Guidelines (WCAG) to ensure that they are usable by individuals with disabilities.
- **Alternative Formats:** Provide materials in various formats (e.g., braille, large print, audio) upon request to accommodate different needs.

3. Awareness and Training

- **Staff Training Programs:** Implement mandatory training sessions for faculty, staff, and student leaders on topics related to diversity, equity, and inclusion. Topics may include unconscious bias, cultural competence, and disability awareness.
- **Student Workshops:** Offer workshops for students focusing on inclusivity, allyship, and understanding diverse perspectives.

4. Outreach and Engagement

- **Targeted Recruitment:** Develop outreach programs aimed at underrepresented communities to boost participation in university activities, including open houses, campus tours, and informational sessions.
- **Community Partnerships:** Collaborate with local organizations and community groups to promote university activities and create pathways for engagement.

5. Feedback Mechanism

- **Anonymous Reporting System:** Create an easily accessible, anonymous reporting system for individuals to express concerns related to discrimination or accessibility issues.
- **Regular Surveys:** Conduct periodic surveys to gather feedback on the inclusivity of university activities and identify areas for improvement.

6. Support Services

- **Counseling and Mental Health Services:** Provide accessible mental health resources tailored to the unique experiences of diverse populations, including trauma-informed care.
- **Academic Support:** Offer tutoring, mentoring, and advising services that are sensitive to the needs of marginalized groups, ensuring they have the resources to succeed.

7. Policy Review and Accountability

- **Annual Review:** Establish a process for reviewing and updating the policy annually based on feedback and changing needs within the university community.
- **Diversity and Inclusion Committee:** Form a committee that includes student representatives, faculty, and staff to oversee the implementation of the policy, evaluate its effectiveness, and report findings to the administration.

Implementation Strategy

A. Committee Formation

- **Composition:** The committee should include diverse members from various departments, student representatives, and community stakeholders.
- **Responsibilities:** The committee will be responsible for monitoring compliance, recommending policy changes, and promoting inclusivity initiatives.

B. Resource Allocation

- **Budgeting:** Allocate a specific budget for DEI initiatives, including training programs, outreach activities, and accessibility improvements.
- **Grants and Funding:** Seek grants or funding opportunities to support projects aimed at enhancing inclusivity.

C. Monitoring and Reporting

- **Data Collection:** Collect data on participation rates in university activities by demographic groups to identify gaps and successes.

- **Transparency:** Publish an annual report on the findings related to inclusivity efforts, showcasing progress and areas needing attention.

Notification

It is hereby notified that the Competent Authority has approved the revised **Inclusivity policy with immediate effect.**

Kurbanov Khurshid

Vice-rector for sustainable development

and youth affairs

