

NSPI policy that protects those reporting discriminations from educational or employment disadvantage

Navoi State Pedagogical Institute is committed to fostering an environment free from discrimination. Individuals who report incidents of discrimination will be protected from any adverse educational or employment actions. Retaliation against anyone who reports discrimination or participates in an investigation is strictly prohibited and will result in disciplinary action. Considering that, Navoi State Pedagogical Institute has implemented policies to protect individuals who report discrimination, ensuring they face no educational or employment disadvantages.

Key components of the policy:

1. Non-Retaliation Clause

Navoi State Pedagogical Institute is dedicated to maintaining a safe and equitable environment for all members of our community. Any individual who reports incidents of discrimination or participates in an investigation will not experience retaliation or adverse educational or employment consequences. Retaliation is a serious violation of university policy and will result in disciplinary action, up to and including termination or expulsion. This clause ensures that any individual who reports discrimination or harassment, or participates in an investigation, will not face negative consequences such as failing grades, demotion, or unfavorable job reviews. Actions considered retaliatory can include unfair treatment, verbal harassment, exclusion from activities, or any form of intimidation.

2. Confidentiality Assurance

Navoi State Pedagogical Institute recognizes the sensitive nature of discrimination reports. While complete confidentiality cannot be guaranteed, we commit to sharing information only with those who need to know to address the complaint effectively. We encourage individuals to report incidents to ensure a prompt and thorough investigation. This helps individuals feel secure in reporting incidents, knowing their identities and details will be protected to the extent possible.

3. Support Resources

Community offers a range of support services, including counseling and legal assistance, to individuals who report discrimination. These resources are confidential and aim to provide assistance throughout the reporting and investigation process. Information about these resources is included in the policy documentation and is made easily accessible to all students and staff.

4. Clear Reporting Procedures

A well-defined reporting process is essential for encouraging individuals to come forward with their concerns about discrimination. It should be transparent, accessible, and supportive, ensuring that all parties feel heard and protected throughout the process. Regular training and awareness campaigns can further empower individuals to utilize these resources effectively.

Before reporting, individuals should be educated about what behaviors or actions qualify as discrimination or harassment (e.g., based on race, gender, sexual orientation, disability, etc.).

NSPI provides several options for reporting incidents, including:

- **Online Reporting Forms:** Secure forms available on the NSPI website (<https://nspi.uz/?portfolio=korrupsiyaga-qarshi-kurashish>) for submitting complaints anonymously or identified.
- **Designed Coordinator:** A designated official who handles complaints related to gender discrimination and sexual harassment.
- **Human Resources (HR):** For faculty and staff-related issues.
- **Campus Police:** For incidents that involve immediate danger or criminal behavior.
- **Anonymous Hotlines:** NSPI offers hotlines (@anticor_navdu) (1006) where individuals can report incidents without revealing their identity.

Staff and students are instructed to gather as much information as possible before filing a report. This includes:

- Dates, times, and locations of the incidents
 - Names and contact information of witnesses
 - Any relevant documentation (e.g., emails, text messages, photos).
- When filling out a report, they should provide a clear and detailed account of the incident, including:
 - A description of what occurred
 - Why they believe it constitutes discrimination
 - Any previous attempts to address the issue informally, if applicable. It's important for individuals to understand their options regarding confidentiality and whether they wish to remain anonymous.

After submitting a report, the university typically sends an acknowledgment to the individual, confirming receipt of the complaint and outlining the next steps.

An initial assessment is conducted to determine if the report warrants a full investigation. The team (often including trained investigators) is assigned to carry out the investigation, ensuring impartiality. The investigators interview the complainant, the accused, and any witnesses to gather more information. Collecting relevant evidence, which include documents, emails, or recordings.

5. Investigation Process

The policy outlines expected timelines for investigations, ensuring timely responses to reports of discrimination. Both the complainant and the accused should have the right to present evidence, have support persons present during interviews, and receive updates on the investigation's progress. Once the investigation is complete, the complainant is typically informed of the findings, though details may be limited to protect the privacy of all parties involved. If the investigation substantiates the claim, the NSPI will outline any actions taken against the accused (if applicable) and any support measures for the complainant.

6. Education and Training

NSPI often require training sessions for faculty, staff, and students on recognizing discrimination, understanding the reporting process, and the importance of a respectful campus environment. Ongoing campaigns are employed to raise awareness about discrimination and the importance of reporting incidents.

7. Monitoring and Accountability

Policy includes provisions for collecting data on reported incidents and investigation outcomes to identify patterns and improve practices. NSPI has established committees to periodically review discrimination policies and their effectiveness, ensuring they meet the needs of the community.

This policy is essential for fostering a culture of trust and safety within universities. It empowers individuals to speak out against discrimination without fear of negative repercussions, thereby promoting a more inclusive academic and work environment. Regular reviews and updates to this policy can help ensure its effectiveness and relevance in addressing ongoing issues of discrimination.

Notification

It is hereby notified that the Competent Authority has approved the revised policy that protects those reporting discriminations from educational or employment disadvantage with immediate effect.

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