



Equality, Diversity and Inclusion (EDI) policy

S. Seifullin Kazakh Agro Technical Research University (hereinafter referred to as KATRU) recognizes the principles of EDI (equality, diversity, inclusion) as part of its mission, goals and a decent standard of educational environment.

KATRU's EDI policy for 2025-2029 is aimed at creating a fair, safe and inclusive educational environment in which every student, teacher and staff member has the opportunity to realize their potential regardless of gender, ethnicity, religious beliefs, social status, disability, age, sexual orientation or other individual characteristics.

Basic principles:

Equality

Ensuring equal access to education, resources and opportunities, regardless of gender, age, ethnicity and social background, religious beliefs, disability, sexual orientation and other characteristics.

Removing barriers that hinder the realization of the potential of all university members.

Implementation of transparent support mechanisms: grants, scholarships, consulting and mentoring programs for students and employees from vulnerable groups.

Diversity

Fostering a multicultural environment: engaging students, teachers and researchers from different regions and social groups.

Diversity of curricula, research approaches and teaching methods.

Representation of different perspectives and cultural traditions through academic events, workshops and creative projects.

Inclusion

Creating an environment in which every person feels accepted, respected, able to freely participate and play an active role in university life.

Regular training of staff on non-violence, prevention of discrimination and microaggressions.

Flexible system of teaching and administration: adaptation of classes, campus and electronic resources for people with special needs.

Policy objectives:

Education and awareness. Conducting trainings, seminars and internal campaigns on EDI for all staff and students.

Reporting policy. Establishing transparent mechanisms for receiving complaints and suggestions, regular monitoring and public reporting on EDI indicators.

Support and development. Developing structures such as EDI commissions, initiative groups, experience exchange groups and a community of unions.

Partnerships. Collaboration with other universities, NGOs and businesses in the field of EDI, sharing best practices, participating in joint projects.

Measurable metrics. Setting KPIs for gender balance, diversity and satisfaction of participants, monitoring through surveys and data analysis.

Policy implementation:

Form an EDI working group that includes students, faculty, administration staff, and representatives of vulnerable groups

Conducting trainings on anti-discrimination, bullying and inclusion for staff and students.

Implementation of an anonymous reporting system for complaints on issues of discrimination, bullying and harassment.

Introduce non-discrimination assessment procedures when developing new curricula.

Create committees and working groups on diversity, equity, and inclusion.

Ensure that the university infrastructure is accessible to people with disabilities.

University Commitments:

The Equality, Diversity and Inclusion Policy of S. Seifullin Kazakh Agrotechnical Research University for 2025-2029 is aimed at creating a tolerant and respectful environment where everyone feels safe and can realize their potential; improving the quality of education and research by attracting and retaining talented people from different walks of life; improving the university's reputation as a socially responsible organization. We strive for a society where everyone: can study, work and develop in an atmosphere of respect; can fully realize their potential; is supported and valued exactly as they are.