



 **SUSTAINABLE DEVELOPMENT GOALS**

SUSTAINABILITY REPORT: SDG 10

2024



BAKU EURASIAN UNIVERSITY



The United Nations' 17 Sustainable Development Goals (SDGs) are at the heart of the 2030 Agenda for Sustainable Development adopted by all United Nations Member States in 2015. They are the blueprint for all developed and developing countries to tackle the global challenges, starting from ending poverty and eliminating all deprivations, providing equal access to resources by all, spurring economic growth, fighting climate change and preserving the land and the sea. Universities have a unique role in creating and disseminating knowledge, yet as one of the leading universities in Azerbaijan, BAAU extends its mission to cover community service as well as education and research. BAAU aims to fulfil all SDGs through research, teaching and outreach activities, sustainable campus operations and collaborations with the stakeholders. BAAU introduced its sustainability website (<https://sdg.baau.edu.az/en>) in August 2024 along with the University's first Sustainability Reports. Baku Eurasian University in Azerbaijan is setting the example by putting sustainability at the core of the institution. In fact, by viewing its responsibility toward these global goals, BAAU understands its role in achieving SDGs, including education, research, community engagement, and operational practices.

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1001-1500





Reduce inequality within and among countries

<https://sdgs.un.org/goals/goal10>

Sustainable Development Goal 10 focuses on reducing inequality within and among countries. Established as one of the 17 Sustainable Development Goals by the United Nations in September 2015, the full title of SDG 10 is "Reduce inequality within and among countries." SDG 10 aims to empower and promote the social, economic, and political inclusion of all individuals, regardless of age, gender, ethnicity, or disability. One of its key targets is to ensure equal opportunities and reduce disparities in wealth, access to resources, and services. This emphasizes the critical need to implement policies that foster inclusive growth and equal access to opportunities, ultimately promoting equitable development and improving the overall well-being of marginalized communities around the world.

Proportion of first-generation students	
Number of students starting a degree	1209
Number of first-generation students starting a degree	818
Number of students	3756

Proportion of international students from developing countries	
Number of students	3756
Number of international students from developing countries	92

Proportion of students with disabilities	
Number of students	3756
Number of students with disability	25

Proportion of employees with disabilities	
Number of employees	290
Number of employees with disability	21

Measures against discrimination

BAAU as a body has an admissions policy which is non-discriminatory or which details and explains the logic for any appropriate positive discrimination policies in admissions, which is publicly posted.

<https://sdg.baau.edu.az/en/page/non-discrimination-policy-of-baku- Eurasian-university-268>

Admissions Policy Statement

A varied and inclusive learning environment is something that BAAU is dedicated to promoting. Because of our non - discriminatory admissions policy and adherence to equal opportunity principles, all applicants are evaluated on the basis of their qualifications and merits, regardless of their socioeconomic background, gender, race, religion, disability or nationality. As allowed by law, BAAU takes positive action steps where necessary to advance fair access for underrepresented groups.

Policy Highlights:

- **Non-Discrimination:** No candidate is turned away on the basis of their identity factors.
- **Positive Action:** To improve access for historically underrepresented groups, special considerations may be used.
- **Transparency:** To guarantee transparency and accessibility for everyone, the policy is made publicly available.

To maintain accountability and openness, the entire policy is accessible to the general public.

This policy will be periodically reviewed to ensure its effectiveness and relevance.

BAAU as a body measure/track applications & admissions of underrepresented (and potentially underrepresented) groups including ethnic minorities, low-income students, non-traditional students, women, LGBT students, disabled students, and newly settled refugee students.

<https://sdg.baau.edu.az/en/page/non-discrimination-policy-of-baku-urasian-university-268>

Additionally, BAAU provides all educational opportunities for Afghan refugee students. Currently, students in this category are studying at the university.

BAAU as a body take planned actions to recruit students/staff/faculty from under-represented groups.

<https://sdg.baau.edu.az/en/page/gender-equality-policy-of-baku-urasian-university-267>

Recruitment Actions for Underrepresented Groups

To enhance our academic community and advance diversity and inclusivity, our university actively seeks programs to hire faculty, staff, and students from underrepresented groups. To guarantee that people from all backgrounds have equitable access to opportunities at all levels, we carry out focused outreach, collaborations, and support initiatives. Our dedication to fostering an inventive, inclusive atmosphere that represents society at large is in line with these initiatives.

Recruitment Actions:

- Targeted Outreach: Engagement with educational institutions, community organisations, and professional associations that support marginalised communities
- Scholarship and Support Programs: Initiatives for financial assistance and mentoring that are designed to improve accessibility and retention.
- Inclusive recruiting Practices: Focusing on training on implicit bias, fair interview procedures, and diverse recruiting pools.
- Partnerships: Working together with groups that promote diversity in the workplace and in education.

This policy will be periodically reviewed to ensure its effectiveness and relevance.

BAAU as a body have anti-discrimination policy.

<https://sdg.baau.edu.az/en/page/non-discrimination-policy-of-baku-urasian-university-268>

BAAU as a body has a diversity and equality committee, office and/or officer (or the equivalent) tasked by the administration or governing body to advise on and implement policies, programmes, and training related to diversity, equity, inclusion and human rights on campus.

<https://baau.edu.az/en/staff/nurlane-seferli-135>

BAAU as a body provides mentoring/counselling/peer support programmes to support students, staff, faculty from underrepresented groups.

Baku Eurasian University (BAAU) recently hosted a comprehensive training on "Inclusive Approaches in Education," led by Nurlana Safarli, the Equality, Diversity, Inclusion, and Disability Support Officer. The event emphasized the importance of equal educational opportunities for students of all abilities and covered core principles of inclusive education, along with methods to support underrepresented groups.

Participants learned strategies for interacting with students facing challenges like dyslexia, ADHD, autism, and sensory impairments, receiving practical guidance on implementing inclusive practices. BAAU remains committed to fostering an inclusive environment by offering resources to address harassment, discrimination, and accessibility issues, alongside mental health and counseling support.

<https://sdg.baau.edu.az/en/article/training-on-quot-inclusive-approaches-in-education-quot-held-at-baau-339>

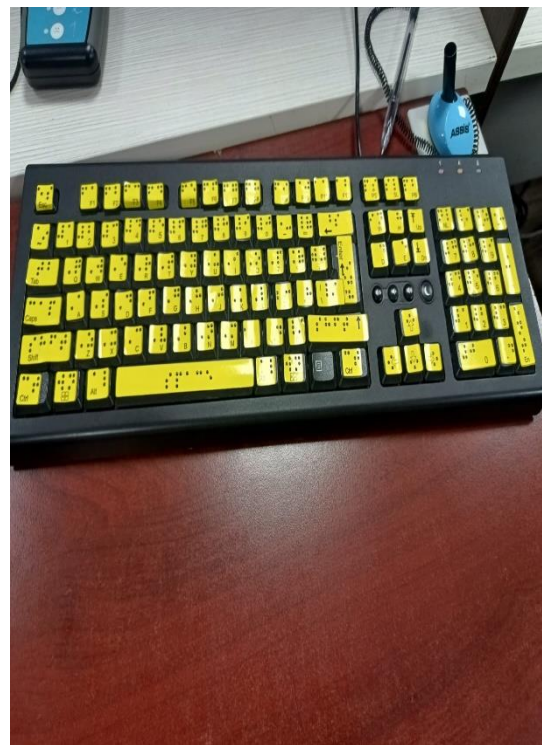
Diversity and Inclusion in Education

Diversity is everything that makes people different from each other. This includes many different factors: race, ethnicity, gender, sexual orientation, socioeconomic status, ability, age, religious belief, or political conviction. All these factors work together to inform how students and teachers and everyone else encounter the world. This course is about the theory and practice of gender equality and is structured by Baku Eurasian University, open to the general public and it is free of charge.

<https://sdg.baau.edu.az/en/page/diversity-and-inclusion-in-education-281>

BAAU as a body provide accessible facilities for people with disabilities.

BAAU provides lifts for people with disabilities. Also, it provides support with facilities such as visually impaired keyboards so that they can use computers comfortably. Additionally, the university provides ramps for people with disabilities.





BAAU as a body provides support services for people with disabilities. (e.g. personal assistants, interpreters)

<https://baau.edu.az/en/staff/nurlane-seferli-135>

BAAU as a body provides access schemes for people with disabilities.

Here are the steps in place to support and guide students with disabilities effectively:

1. University Promotion Period

During university promotion week, prospective students with disabilities and their families meet with our staff to discuss academic and physical accessibility at the university.

2. Pre-Enrolment Support

When students with disabilities pass the DIM exam and reach the stage of selecting their university, our university introduces its faculties and institutes. We assess physical accommodations based on the student's needs and provide guidance on their options according to their score type.

3. Registration Process

At registration, we welcome all students and their families, including those with disabilities, to the university's registration table, where staff are prepared to address questions and complete necessary arrangements. An Orientation Program introducing academic and social life is organised. After registration, students with disabilities have the option to book a one-on-one session to discuss any additional needs. Relevant documentation regarding disabilities is collected for planning future support.

4. Academic and Accessibility Policies

Baku Eurasian University's mission is to foster a supportive environment for students with disabilities, removing obstacles to their academic progress and promoting their independence. Equality, Diversity, Inclusion and Disability Support Office, works actively to ensure an accessible academic setting by addressing physical and social barriers to participation. The unit evaluates needs and implements solutions to help students overcome potential challenges during their education, supporting full and equitable participation.

BAAU as a body have reasonable accommodation policy/strategy implemented, including an adequately funded mechanism for persons with disability.

<https://sdg.baau.edu.az/en/page/non-discrimination-policy-of-baku-eurasian-university-268>

Reasonable accommodation strategy for persons with disability

For all employees and students, including those with disabilities, our institution is dedicated to creating a welcoming and accessible atmosphere. To help with this, we have installed a wheelchair ramp appropriate slopes and handrails at building entrance, made sure the elevator is accessible and has Braille panels, and installed special keyboards with Braille for people who are visually impaired. Doorways, corridors are wide enough and free from obstacles to accommodate wheelchairs, walkers. These modifications support our commitment to equal access by enabling everyone to securely and independently navigate and use campus facilities.

BAAU maintains its dedication to accessibility and diversity by establishing an atmosphere that accommodates a range of needs, thereby cultivating a community that is encouraging to everyone. For all employees and students, including those with disabilities, our institution is dedicated to creating a welcoming and accessible atmosphere. To maintain accountability and openness, the entire policy is accessible to the general public.

This policy will be periodically reviewed to ensure its effectiveness and relevance.

<https://sdg.baau.edu.az/en/page/student-world-289>

BAAU's dormitory is fully accessible for people with disabilities. The dormitory features specially designed entrances, wide corridors, and adjustable furniture. Additionally, facilities and services are provided to meet the needs of individuals with disabilities. This reinforces the university's commitment to inclusivity, aiming to create a comfortable and safe living environment for all students.

BAAU as a body have an anti-harassment policy.

<https://sdg.baau.edu.az/en/page/anti-harassment-policy-of-baku-urasian-university-273>