

Access and Participation Plan

Discussed and approved at the
meeting №ES06-02/24 of Scientific
Council at Baku Eurasian University
on 29.02.2024

Purpose

Through the Access and Participation Plan, Baku Eurasian University is dedicated to advancing gender equality on campus by fostering an inclusive atmosphere that encourages women's applications, acceptance, and involvement in every aspect of academic and campus life. This policy lays out specific steps to address and remove obstacles that affect women's access to higher education by advocating for gender equality and the empowerment of all women and girls.

Scope

Female students from low-income backgrounds, first-generation female students, ethnic minorities, students with disabilities, LGBTQ+ students, female students from rural or remote areas, international and refugee students are covered by this policy.

Policy statement

By offering **supportive recruitment practices, retention programs, and anti-harassment training**, the university aims to increase the representation of women across disciplines, particularly in fields where they have been historically underrepresented. This policy also emphasizes **data monitoring** to ensure accountability and continuous improvement in gender equity outcomes. Through these initiatives, the university reaffirms its commitment to creating a diverse and supportive academic community where women can achieve their full potential.

The institution strives to boost the participation of women in all sectors, especially in traditionally underrepresented fields, by providing anti-harassment training, retention initiatives, fair admissions procedures, and supportive recruitment strategies. In order to guarantee accountability and ongoing progress in gender equity results, this policy also places a strong emphasis on data monitoring and feedback mechanisms. The institution underlines its dedication to fostering a diverse and encouraging academic environment where women can realize their full potential through these activities.

Inclusive Recruitment and Application Support

- **Outreach and Application Incentives:** The university could establish outreach programs in high schools to encourage female students, particularly those from underrepresented areas or socioeconomic backgrounds, to apply for a variety of programs, including STEM professions.
- **Fee Waivers and Scholarship Support:** By providing targeted scholarships and waivers of fees, higher education can become more accessible to women who face social or financial hurdles.
- **Pre-application Guidance and Counseling:** Support services like counseling and program selection advice can encourage female applicants to pursue sectors with traditionally low female enrollment rates.

Participation and Retention Programs

- **On-campus Support Networks:** Create mentorship programs and support groups that pair female students with female instructors or alumni to increase their sense of belonging and campus support.
- **Professional Development:** To improve women students' job preparedness and promote their involvement in leadership positions within the institution, offer them specialized professional development, leadership courses, and networking opportunities.
- **Childcare and Family Support Services:** To enable young moms or female students who are responsible for providing care to fully engage in university life, provide childcare or family support services on campus.

Gender Sensitivity and Anti-Harassment Training

- **Mandatory Gender Sensitivity Training:** Make gender sensitivity and anti-harassment training necessary for academics, staff, and students in order to promote a polite and inclusive atmosphere.
- **Clear Reporting Mechanisms:** Make sure that women feel safe and supported on campus by establishing clear, confidential reporting and support procedures for instances of harassment or gender discrimination.

Continuous Monitoring and Reporting

- **Data Collection and Analysis:** To track the representation of women in acceptance, participation, retention, and graduation, gather and examine gender-disaggregated data.
- **Feedback Mechanisms:** To update the policy, conduct focus groups and surveys on a regular basis to get input from female students about their needs, difficulties, and experiences.

Review

This policy will be reviewed annually to ensure alignment with evolving best practices, legal standards, and university values.