

Anti-harassment policy

Discussed and approved at the
meeting №ES06-02/23 of
Scientific Council at Baku
Eurasian University on
24.02.2023

Baku Eurasian University is dedicated to offering a harassment-free workplace and academic environment. This policy gives the University's position on harassment, lists behaviors that are forbidden, and describes how incidences of harassment should be reported and handled. Regardless of their role or standing within Baku Eurasian University, this policy is applicable to all visitors, instructors, staff, and students.

Any kind of harassment is not tolerated at Baku Eurasian University. Prohibited conduct includes but not limited to:

- a. Verbal harassment, including derogatory comments, slurs, or jokes.
- b. Physical harassment, such as unwanted physical contact or gestures.
- c. Visual harassment, including derogatory posters, cartoons, or drawings.
- d. Cyber harassment, such as online bullying, trolling, or stalking.
- e. Sexual harassment, including unwelcome sexual advances, requests for sexual favors, or other verbal, nonverbal, or physical conduct of a sexual nature.
- f. Harassment based on protected characteristics, such as race, color, religion, national origin, gender, gender identity, sexual orientation, age, disability, or any other protected status.

Reporting Procedure: It is advised for anyone who witnesses or encounters harassment at Baku Eurasian University to report it promptly. Reports can be made to: Officer for ethical matters: Nargiz Hasanova

Investigation and Resolution: In line with its policies and procedures, Baku Eurasian University will launch an investigation as soon as it receives an allegation of harassment. The investigation will be conducted in a fair, thorough, and impartial manner, respecting the privacy and confidentiality of all parties involved. If harassment is proven, the offender(s) will face appropriate disciplinary punishment, which may include terminating their job or being expelled from the university. In addition, corrective actions will be taken to stop future incidents and address the effects of the harassment on the victim(s).

Non-Retaliation: Retaliation against anyone who report harassment or voluntarily assist with an investigation is forbidden at Baku Eurasian University. Any acts of retaliation will be subject to disciplinary action.

Awareness and Training: Baku Eurasian University is dedicated to raising awareness of harassment and preventing it by providing staff, faculty, and students with ongoing education and training programs.

Review and Revision: Periodically, this policy will be examined to make sure it remains effective and complies with all relevant laws and regulations. Revisions will be made as necessary to address emerging issues and best practices.

The goal of Baku Eurasian University is to promote an inclusive, respectful community where everyone is treated with dignity and respect. Any kind of harassment violates this pledge and will not be accepted.