Reviewed at the meeting of Scientific Council at Baku Eurasian University 30.05.25

Anti-harassment policy

Purpose

This anti-harassment policy ensures that Baku Eurasian University:

- Respects human rights norms and national and international laws;
- Keeps everyone in a safe, welcoming, and courteous environment;
- Promotes academic freedom, dignity, and respect for one another;
- Guards against discrimination and power disparities for staff, instructors, and students.

Core Objectives of the Policy

- Prevent harassment in all its manifestations, including verbal, sexual, psychological, and online harassment;
- Encourage education, responsibility, and awareness throughout the university;
- Provide clear reporting mechanisms and procedural fairness in complaint handling;
- Ensure protection from retaliation for complainants and witnesses;
- Align with institutional values and SDG 5: Gender Equality and SDG 16: Peace, Justice and Strong Institutions.

Scope

This policy covers both on-campus and off-campus university-related activities (internships, fieldwork, conferences, online platforms), as well as all university members (students, faculty, researchers, administrative personnel, and visitors).

Definition of Harassment (Key Categories)

Discriminatory harassment – discrimination on the grounds of age, gender identity, sexual orientation, religion, color, ethnicity, or handicap;

Cyber harassment – via social media, emails, and other online channels;

Psychological harassment – bullying, intimidation, humiliation, or threats;

Sexual harassment – unwelcome sexual advances, requests for sexual favors, or verbal/physical conduct of a sexual nature.

Compliance with International Standards

- Align with:
- UNESCO Guidelines on Gender-Based Violence in Higher Education;
- ILO Convention No. 190 on Violence and Harassment;
- National legal frameworks and human rights codes.

Prevention and Awareness

Include:

• Mandatory training for all staff and students on harassment prevention and response;
• Awareness campaigns and posters across campus;
• Orientation modules for new students and employees;
• Integration of harassment education into courses (e.g., ethics, citizenship.

Reporting Mechanisms

Ensure:

• Several private routes for reporting (online, in person, anonymous);
• Identity and privacy protection both during and after the procedure.

Investigation and Resolution Process

• Prompt, unbiased investigations conducted by qualified staff;
• Both the responder and the complaint have due process;
• Options for mediation or formal disciplinary action;
• Explicit timeframes and procedural communication;
• Applying penalties in line with the seriousness of the infraction.

Protection from Retaliation

• Procedures for handling retaliation as a distinct infraction;
• Strict prohibition of retribution against those connected to a complaint.

Support Services for Survivors

• Availability of legal counsel, academic accommodations, and mental health counseling;
• Referral to external support organizations or legal authorities if needed;
•Survivor-centered and culturally sensitive approach.

Monitoring, Evaluation, and Review

• Regular reporting on harassment statistics (without personal data);
• Annual review of policy effectiveness and update based on feedback;
• Incorporation of findings into strategic planning and inclusion strategies.