APPROVED
by decision of the Council of the Tashkent University of Information Technologies named after Muhammad al-Khwarizmi
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Vice-Rector for Academic Affairs
D.B.Sadikova

ANTI-HARASSMENT AND PROTECTION OF COMPLAINANTS POLICY

of the Tashkent University of Information Technologies named after Muhammad al-Khwarizmi

I. General provisions

1. This Policy protects everyone who studies, works at or visits the Tashkent University of Information Technologies named after Muhammad al-Khwarizmi (hereinafter "the University") from harassment, bullying and sexual harassment, establishes a confidential complaints procedure and protects those who report discrimination or harassment from any educational or employment disadvantage.

2. The Policy develops the University's Code of Ethics and has been prepared in accordance with the Law of the Republic of Uzbekistan "On the Protection of Women from Harassment and Violence", the Law "On Guarantees of Equal Rights and Opportunities for Women and Men", the Labour Code and the Law "On Appeals of Individuals and Legal Entities".

3. The Policy covers the University and all its operations, including premises, dormitories, internships, events and online channels, and applies to employees, students, applicants, visitors and contractors.

II. Prohibition of harassment

4. Harassment, bullying, sexual harassment and academic harassment (abuse of academic authority) are prohibited in all activities of the University, irrespective of the position of the persons involved. A breach is a disciplinary offence and may lead to measures up to dismissal or expulsion; where the conduct is an offence under the law, the competent authorities are informed.

III. Reporting and consideration of complaints

5. A complaint may be made orally or in writing to the Rector's Office, the trade union committee, the Women's Council, the Youth Union or through the confidential channel published on the University website. Anonymous reports are examined to the extent possible.

6. Complaints are registered and considered by the Ethics Commission impartially, confidentially and within a set time limit. Interim protective measures may be taken during the examination. The outcome is communicated in writing, and either party may appeal to the Rector.

IV. Protection of those reporting discrimination and harassment

7. No person who reports discrimination or harassment in good faith, supports a report or gives evidence may suffer any educational or employment disadvantage as a result, such as lower grades, loss of a scholarship or dormitory place, dismissal, non-renewal of a contract or refusal of promotion.

8. Victimisation is itself a serious disciplinary offence. A complaint that proves unfounded does not lead to measures against the complainant unless it was knowingly false.

V. Prevention and responsibilities

9. New employees and first-year students are introduced to this Policy during induction, and heads of units and Ethics Commission members are trained regularly. The Rector bears overall responsibility; the Ethics Commission examines complaints and monitors protection from victimisation; the Department of Youth Work, Spirituality and Education maintains reporting channels and awareness activities.

VI. Monitoring and expected results

10. An anonymised report is prepared every year on the number and type of complaints, the time taken to consider them, their outcomes and any cases of victimisation.

11. Expected results: every complaint considered within the set time limit; no confirmed cases of victimisation; all first-year students and new employees informed of this Policy.

VII. Final provisions

12. This Policy is reviewed at least once every two years, and earlier if there are significant changes in legislation or in the activities of the University. Amendments are approved by the University Council.

13. This Policy enters into force on the date of its approval by the University Council and replaces the earlier provisions of the University on harassment and the protection of complainants.

14. This Policy is published on the official website of the University (tuit.uz/sustainability) in Uzbek and English and remains publicly available.