Appendix 1

Approved: ord.# 07/01-43, 30/08/2024

**Gender equality and social inclusion policy**

**Tbilisi**

**2024**

Article 1. General provisions

* 1. International Black Sea University" LLC (hereinafter - the "University") shares the internationally recognized values ​​of equality and non-discrimination, recognizes universally aknolwedged human rights and freedoms, supports the creation of an equal and inclusive educational environment that is free from any direct or indirect forms of discrimination.
  2. The university expresses its readiness to ensure the implementation of the principles of gender equality in the educational field, to create an equally accessible environment and to prevent discrimination based on race, skin color, language, sex, age, citizenship, origin, place of birth, place of residence, social status, religion or belief, national , ethnic or social affiliation, profession, marital status, health status, disability, sexual orientation, gender identity and expression, political or other considerations, both among students and university employees.

Article 2. Gender equality

* 1. The University undertakes to promote the principle of equal treatment and equality at any stage of the selection process for academic, visiting and administrative staff:
     1. in labor and pre-contractual relations, including:

a) in the pre-contractual relationship, oin the selection criteria and hiring conditions, as well as the availability of career advancement, at all levels of the professional hierarchy, regardless of the field of activity;

b) availability of all forms of professional orientation, qualification enhancement, professional training and retraining (including practical, professional experience) at all levels of the professional hierarchy;

c) in conditions of employment, work, remuneration and termination of employment relationship.

2.1.2 to follow the principles of gender equality when preparing contest documentation;

2.1.3 ensure compliance with the principles of gender equality, both in communication with employees and students and in relations with third parties;

2.1.4 Try as much as possible to provide a gender-sensitive family-friendly environment for employees to maintain a balance between work and personal life, including the promotion of parenting institutions and considering the best interests of children.

Article 3. Social inclusion

1.4. The university makes sure that everyone, including those with disabilities and special educational needs (SEN), can access and adapt to the environment.

1.5. The university commits to creating customized study plans for students with disabilities and executing the curriculum in a modified setting.

1.6. The University commits to putting in place special safeguards and assistance for people with disabilities in the workplace. Additionally, the University will implement pertinent measures in compliance with national laws to uphold the equal treatment principle for people with disabilities, specifically the principle of reasonable accommodation.

Article 4. Harassment and discrimination

* 1. The University undertakes to eliminate all forms of discrimination and to ensure access to equal rights for all natural and legal persons under the laws of Georgia, regardless of race, color, language, sex, age, citizenship, origin, place of birth or residence, property or social status, religion or belief, health, disability, sexual orientation, gender identity and expression, political or other opinions.
  2. To stop harassment on any of the grounds listed in Article 4.1, such as persecution, coercion, and/or unwanted behavior directed at an individual, with the intention of destroying that individual's dignity and creating an environment that is intimidating, hostile, humiliating, degrading, or insulting to him/her. To establish a prompt, impartial, and efficient system for handling harassment cases; to take appropriate action against the offender upon confirmation of the incident in compliance with Georgia's internal regulations and laws; and to guarantee the eradication of discriminatory consequences without violating the rights and legal interests of third parties.
  3. In accordance with the Law of Georgia "On Higher Education", to provide the police and/or other authorized bodies with information related to the fact of the possible violence against women and/or domestic violence, if there is a danger of repeating the violence.

Article 5. Institutional governance

1.7. Institutional governance is focused on all levels of management to reflect the principles of gender equality and protect the balance of gender equality.

1.8. The human resources management and development service of the university is authorized, as necessary, to prepare and present to the governing board special programs for the stimulation of gender equality and social inclusion.

1.9. The human resources management and development service of the university ensures the implementation of measures focused on raising awareness of gender equality issues for employees.

Article 6. Supervision of the policy application

6.1. The internal quality assurance service of the university, the training process monitoring service and the human resources management and development service provide supervision of the effective implementation of the gender equality and social inclusion policy and compliance with the relevant normative frameworks, in order to prevent and prohibit any form of discrimination in each field of the university's activities.

**Article 7. Final provision**

7.1. This document enters into force upon its approval by the rector;

7.2. Any changes or additions to this document are included in the form established for its acceptance.