

Pursuant to Article 46, Paragraph 53, and Article 77, Paragraph 8 of the Statute of the University of Novi Pazar, the Senate of the University of Novi Pazar, at its IV session, in the academic year 2019/2020, held on 24 February 2019, adopted the following

Inclusion, Diversity and Equity Policy

1 Objective

The objective of the Inclusion, Diversity and Equity Policy is to articulate the University of Novi Pazar (in the following: “University”) commitment to providing an accessible and inclusive learning and work environment and to support to the University’s legal obligation to provide an environment that is free from discrimination and harassment.

2 Scope

This policy applies to all University staff, voluntary position holders, students, volunteers, visitors and members of advisory and governing bodies of the University at all times whilst engaged in University business or otherwise representing the University.

3 Policy Provisions

3.1 General Principles

The University is committed to providing equitable access to learning and employment opportunities as well as equitable learning and employment outcomes. The University strongly supports the continued inclusion of all people in all aspects of the University community.

Consistent with the Statute and the principles of the University, the University community:

- is responsible for creating and promoting inclusive research, learning, teaching and working environments open to differences, welcoming of diversity, intolerant of harassment and discrimination; where all people are treated with respect, fairness and justice.
- recognizes human diversity as an asset and strength; acknowledging its potential as a source of vitality, creativity and growth.
- acknowledges equitable practices as key enablers of participation and opportunity.
- integrates inclusion, diversity and equity into University planning and practice.

- enables each other to build the skills and confidence to implement, advocate, and model inclusive practices assisted by clear policies, processes, and professional development.

The University aims to:

- build a University community in which all members are able to realize their full potential and participate in all aspects of University life.
- ensure differences among members of the University are respected and valued.
- foster an inclusive and vibrant culture for students and staff that respects and values diversity.
- provide an environment free from discrimination and harassment.
- celebrate the diverse student profile, and to ensure that its learning and teaching and social and cultural environment enables and supports the participation of all students; including those experiencing disadvantage.
- take opportunities to recruit, appoint, develop and promote staff from equity groups, at all levels and across all of its teaching, research and administrative areas.

In some circumstances the University may take special measures that lawfully discriminate between groups of individuals in order to provide substantive equality of opportunity for members of a group with a particular attribute.

3.2 Roles and Responsibilities

Rector of the University is responsible for ensuring that members of the University community are aware of, and comply with, the University's commitment to equity, diversity and inclusiveness.

Heads of Departments, managers and supervisors are required to demonstrate and promote equity, diversity and inclusivity in the University environment.

All members of the University community will ensure that their own behaviour is appropriate and in accordance with the University's Statute other relevant legislative acts and this Policy.

3.3 Rector's Office

Students and staff who believe they are experiencing inappropriate behaviour should, in the first instance, make contact with the Rector's Office.

RECTOR

Prof. Suad Bećirović, PhD

