

APPROVED  
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Policy  
on prevention of discrimination based on ethnicity, religion, health condition or  
gender

1. This ISU Policy on prevention of discrimination based on ethnicity, religion, health condition or gender (hereinafter referred to as the Policy) defines the key principles and requirements aimed at preventing discrimination based on ethnicity, religion, health condition or gender in the Federal State-funded Educational Institution of Higher Education “Irkutsk State University” (hereinafter referred to as the University, ISU).

2. According to Article 19 of the Constitution of the Russian Federation, the State shall guarantee the equality of rights and freedoms of man and citizen regardless of sex, race, nationality, language, origin, property and official status, place of residence, religion, convictions, membership of public associations, and also of other circumstances. All forms of limitations of human rights on social, racial, national, linguistic or religious grounds shall be banned.

3. Ensuring the right to equality and freedom from discrimination shall define the University’s activities.

4. Any form of discrimination based on gender, religion, worldview, age, ethnic or national identity, level of physical ability, orientation, skin colour, marital status, political opinions, origin or other individual characteristics shall be unacceptable at the University.

5. The University adopts local regulations that contain basic requirements for preventing discrimination based on ethnicity, religion, health condition or gender.

6. The main principles of official conduct of University employees are legality, justice, respect for the rights and freedoms, honor and dignity of citizens, integrity, and professionalism.

7. Employees of the University, being aware of their responsibility to the Russian state and society, as well as to the University community, must:

- proceed from the fact that recognition, observance and protection of rights and freedoms of man and citizen, satisfaction of their spiritual and other non-material needs in education determine the main meaning and content of the University’s activities;
- when performing official duties, not give preference to any professional or social groups and organizations, and be independent of the influence of individuals, professional or social groups and organizations;
- show tolerance and respect for the customs and traditions of the peoples of Russia and other countries, take into account the cultural and other aspects of

various ethnic, social groups and confessions, promote interethnic and interconfessional harmony.

8. Employees of the University must refrain from violating laws and other regulatory legal acts based on political, economic expediency or for other reasons in their activities.

9. In the official conduct, University employees are required to refrain from any kind of discriminative statements and actions on the grounds of gender, age, race, nationality, language, citizenship, social, property or marital status, political or religious preferences.