

POLTAVA STATE AGRARIAN UNIVERSITY POLICY ON COMBATING ALL FORMS OF DISCRIMINATION

1. General Provisions

Poltava State Agrarian University (hereinafter referred to as PSAU) is an institution that ensures equal rights and opportunities for all participants in the educational process, including students, teachers and administrative staff, regardless of their characteristics. This policy has been developed in accordance with the Constitution of Ukraine, the Law of Ukraine ‘On the Principles of Prevention and Counteraction of Discrimination in Ukraine’, the Law of Ukraine ‘On Higher Education’ and other legislative acts.

2. Definition of discrimination and its forms

Discrimination is a situation in which a person or group of persons is restricted in the exercise of their rights and freedoms on the basis of the following characteristics:

- race, skin colour;
- political, religious and other beliefs;
- gender, age;
- disability;
- ethnic and social origin, nationality;
- family and property status;
- place of residence;
- language;
- other characteristics.

Forms of discrimination:	Description
Direct discrimination	Less favourable treatment of a person on the basis of their characteristics compared to others in a similar situation.
Indirect discrimination	Creation of less favourable conditions for a person through formally neutral rules, norms or requirements.
Incitement to discrimination	Instructions, guidance or calls that encourage discriminatory actions.
Aiding and abetting discrimination	Consciously helping to commit discriminatory actions.
Harassment	Unwanted behaviour that degrades human dignity or creates a hostile, offensive atmosphere.

3. Principles of non-discrimination at PSAU

PSAU is guided by the following principles:

- **equality of rights and freedoms:** ensuring equal opportunities for all, regardless of their characteristics;
- **equality before the law:** all participants in the educational process are equal before the rules and regulations of the university;
- **respect for dignity:** respect for human dignity is the basic principle of interaction in the university environment;
- **equal opportunities:** ensuring equal opportunities in educational, scientific and labour activities.

4. Prevention and counteraction of discrimination

The PSAU undertakes to:

- **conduct educational activities** to raise awareness of countering discrimination;
- **consider appeals and complaints** regarding cases of discrimination;
- **guarantee confidentiality for persons** who report discrimination, if possible;
- **take measures to hold persons guilty** of violating this policy accountable.

5. Liability for discrimination

Persons who have committed discriminatory acts will be liable in accordance with the legislation of Ukraine, in particular:

- **administrative;**
- **criminal;**
- **civil.**

In the event of material or moral damage, the affected persons are entitled to compensation in accordance with applicable law.

This policy is an integral part of the university's internal rules and is binding on all participants in the educational process.