



**INTERNATIONAL EDUCATIONAL CORPORATION
LLP**

**DIVERSITY AND INCLUSION POLICY
AND INCLUSIVITY**

Approved

**Rector
International Educational Corpora-
tion LLP**



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2025

DIVERSITY AND INCLUSION POLICY

Almaty



International Education Corporation LLP
Diversity and Inclusion Policy

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1. General provisions

1.1. This Diversity and Inclusion Policy (hereinafter referred to as the Policy) aims to create equal opportunities for all participants in the educational process at International Educational Corporation LLP (hereinafter referred to as "IEC"), regardless of their gender, age, nationality, ethnicity, religion, disability, social origin, sexual orientation, or other characteristics.

1.2. The Policy is based on the principles of respect, equality, fairness, and non-discrimination, reflecting modern international standards and the legislation of the Republic of Kazakhstan.

2. Goals and objectives

2.1. To promote the creation of an inclusive educational environment in which every student and employee feels respected and valued.

2.2. To ensure equal access to educational resources, opportunities, and rights for all participants.

2.3. To support diversity as a source of innovation, creativity, and improvement in the quality of the educational process.

2.4. Preventing and combating discrimination, bullying, harassment, and other manifestations of intolerance.

3. Scope

3.1. The policy applies to all students, teachers, employees, partners, and guests of MOK LLP.

3.2. All structural divisions and services of MOK LLP are required to comply with and promote the provisions of this Policy.

4. Basic principles

4.1. Equality - ensuring equal rights and opportunities for all without exception.

4.2. Respect - respecting the individual differences and cultural characteristics of each person.

4.3. Inclusion - creating conditions for the full and active participation of all in the educational life of MOK LLP.

4.4. Transparency - openness and accessibility of information related to diversity and inclusion issues.

4.5. Responsibility - everyone's responsibility to comply with the principles and norms of the Policy.



5. Implementation measures and mechanisms

5.1. Educational programs and training:

- a) Regular training events for students and employees on issues of equality, inclusiveness, and prevention of discrimination.

5.2. Support for students with special educational needs:

- a) ensuring the availability of educational materials and infrastructure;
- b) providing individual support and counseling.

5.3. Creating and maintaining a safe environment:

- a) developing and implementing procedures to prevent and respond to discrimination, bullying, and harassment;
- b) psychological support and counseling services.

5.4. Monitoring and evaluation:

- a) systematic data collection and analysis of the situation in the area of diversity and inclusion;
- b) feedback from participants in the educational process and adjustment of policies as necessary.

6. Rights and responsibilities of participants in the educational process

6.1. All participants have the right to:

- a) equal treatment and respect;
- b) freely expressing their identity and cultural characteristics;
- c) seeking help in case of violation of rights.

6.2. Obligations of all participants:

- a) comply with the rules and principles of the Policy;
- b) show tolerance and respect for others;
- c) report cases of discrimination or violations of the Policy to the competent authorities.

7. Responsibility

7.1. Violation of the provisions of the Policy is considered a violation of the internal rules of MOK LLP and the legislation of the Republic of Kazakhstan and may result in disciplinary measures, up to and including expulsion or dismissal.

7.2. The administration of MOK LLP undertakes to conduct a thorough investigation of all reports of violations and to take timely measures.



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8. Final provisions

8.1. The Diversity and Inclusion Policy is subject to regular review and updating to reflect changes in legislation and social realities.

8.2. All students and employees shall be familiarized with the provisions of the Policy upon admission and during the educational process.

8.3. All issues not covered by this Policy shall be governed by applicable law and internal regulations of MOK LLP.

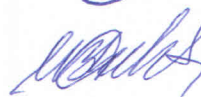
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