



# REDUCED INEQUALITIES



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Lankaran State University (LSU) regards higher education not only as a process of transferring knowledge and skills, but also as a significant social institution that promotes social justice, human rights, and inclusive development.

In the contemporary higher education environment, diversity and inclusion are considered key indicators that directly influence universities' academic reputation, research productivity, and international competitiveness.

This policy document aims to ensure the systematic and institutional implementation of equality, diversity, and inclusion principles at LSU, their management through measurable targets, and their integration into a sustainable development model.

The University recognizes inclusivity not only as a social responsibility and ethical obligation, but also as a strategic component of institutional governance



# LEGAL AND REGULATORY FRAMEWORK

**This policy has been developed in accordance with the legislation of the Republic of Azerbaijan and the country's international commitments**  
**In its activities, the University is guided by:**

- 1** The principle of equality enshrined in the Constitution of the Republic of Azerbaijan
- 2** The provisions on equal access to education in the Law of the Republic of Azerbaijan "On Education"
- 3** The inclusion standards in the Law "On the Rights of Persons with Disabilities"
- 4** The provisions of the Law "On Guarantees of Gender Equality"
- 5** The state's international commitments in the field of human rights

# INSTITUTIONAL VALUES AND PRINCIPLES

LSU operates on the basis of the following fundamental principles:

1

## **Respect for Human Dignity**

Every individual is equal in terms of rights and opportunities and should be treated with respect in a safe academic environment.

2

## **Non-Discrimination**

Discrimination based on gender, age, disability, ethnicity, social status, or other characteristics is not tolerated.

3

## **Accessibility and Adaptation**

**The University implements flexible academic and administrative mechanisms that adapt to individual needs.**

4

## **Transparency and Accountability**

**Governance and decision-making processes are based on open, transparent, and objective principles.**

# **EQUAL ACCESS TO EDUCATION AND SOCIAL INCLUSION**

**LSU considers the expansion of access to higher education as a priority area for regional development and social justice.**



# CURRENT INITIATIVES

University presentations and outreach activities in regional schools





Open Day events and information sessions for socially diverse groups

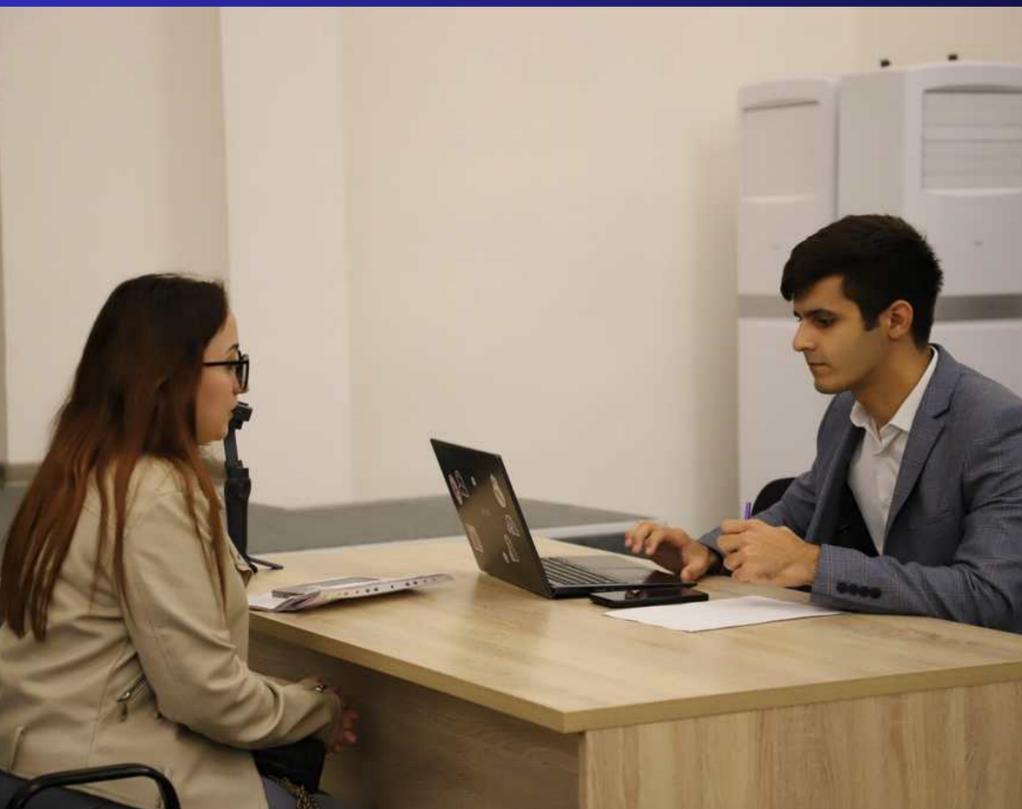


Academic adaptation programs for first-generation university students



# INDIVIDUAL ADVISORY SERVICES FOR STUDENTS FROM SOCIALLY VULNERABLE BACKGROUNDS

The University conducts statistical analysis of student diversity and evaluates social inclusion indicators.



# GENDER EQUALITY AND ACADEMIC DEVELOPMENT

LSU views gender equality not only as a legal requirement but also as an important factor for academic development. Gender balance strengthens scientific diversity and encourages alternative perspectives in decision-making processes. Every year, the University organizes a celebratory event dedicated to 8 March – International Women’s Day. During this event, a group of female staff members who actively contribute to the university’s public life are recognized by the university administration with gifts, and flowers are presented to all women attending the event.



# IMPLEMENTED ACTIVITIES

Scientific discussions  
on the theme “Women  
in Science”

Awareness-raising  
events on March 8 and  
other significant dates

Seminars and training  
programs on gender-  
related topics

Engagement of female  
staff in professional  
development initiatives

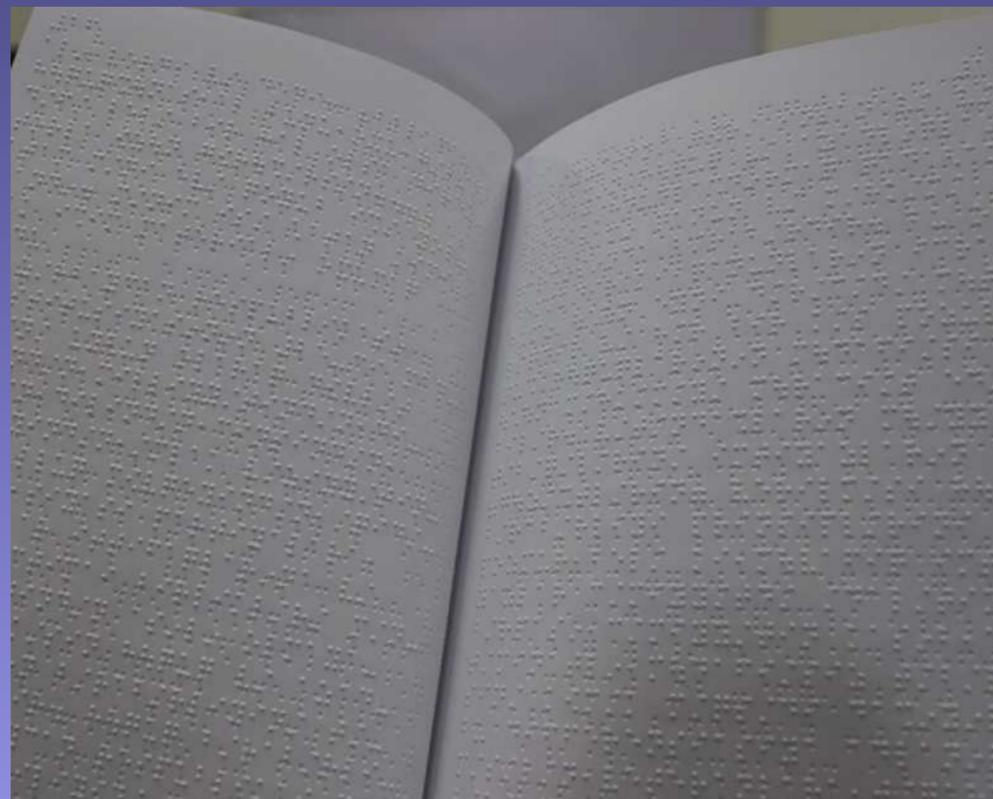


The University has identified improving gender balance in leadership and academic structures as a gradual institutional objective.

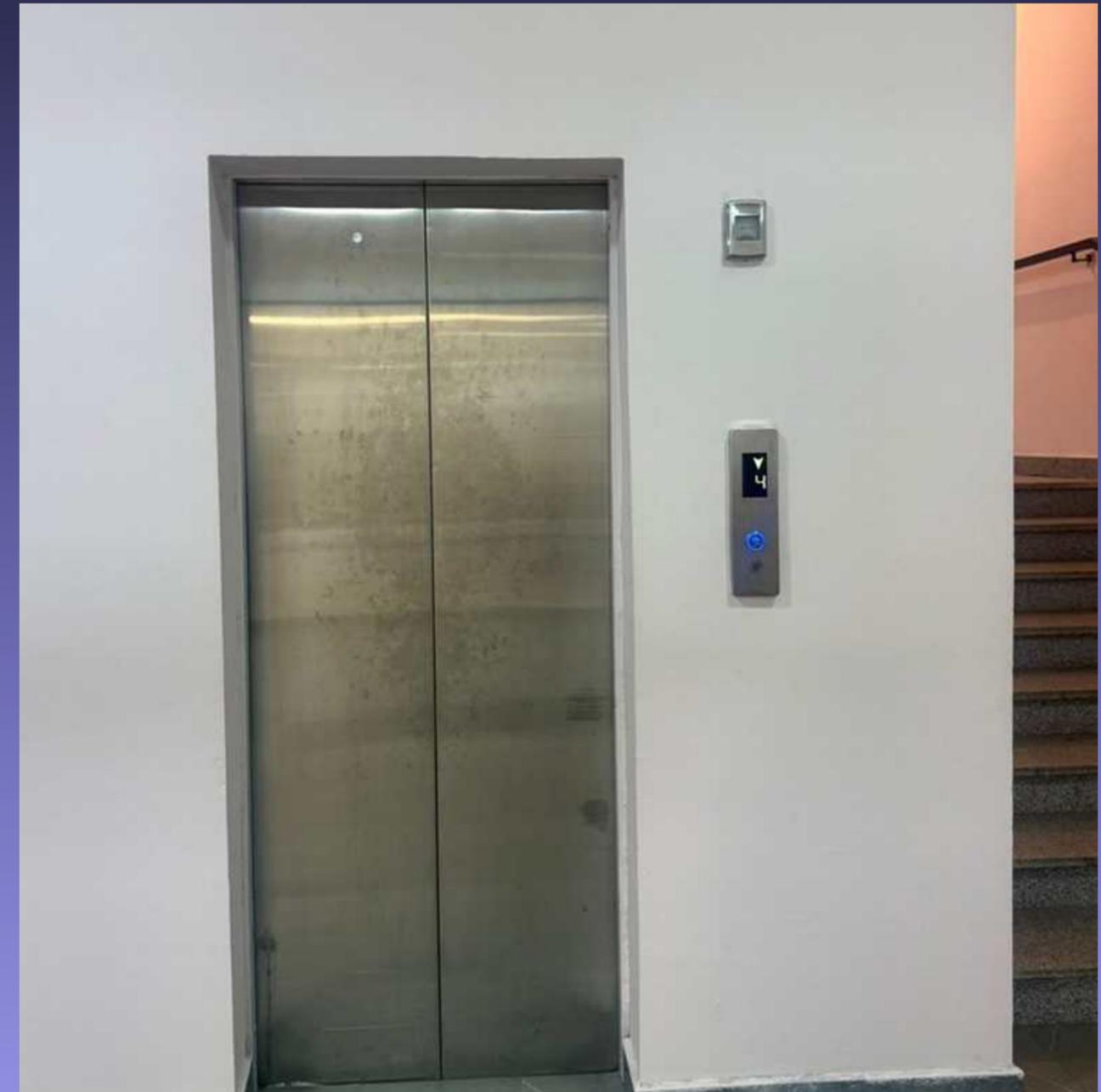
# ACADEMIC INTEGRATION OF PERSONS WITH DISABILITIES

Through the implementation of an inclusive education model, the University ensures the academic and social integration of students with disabilities.

Promoting Integration of Students with Disabilities into Higher Education



# Gradual improvement of accessible physical infrastructure



# Psychological support and consultation services



# Academic mentoring

Currently, students with disabilities are studying at the University, and individualized approaches are applied to support their academic development.



# Multiculturalism and Social Harmony

LSU considers the preservation and promotion of multicultural values a priority

## Activities

Conferences and round-table discussions on multiculturalism

Humanitarian and social solidarity initiatives

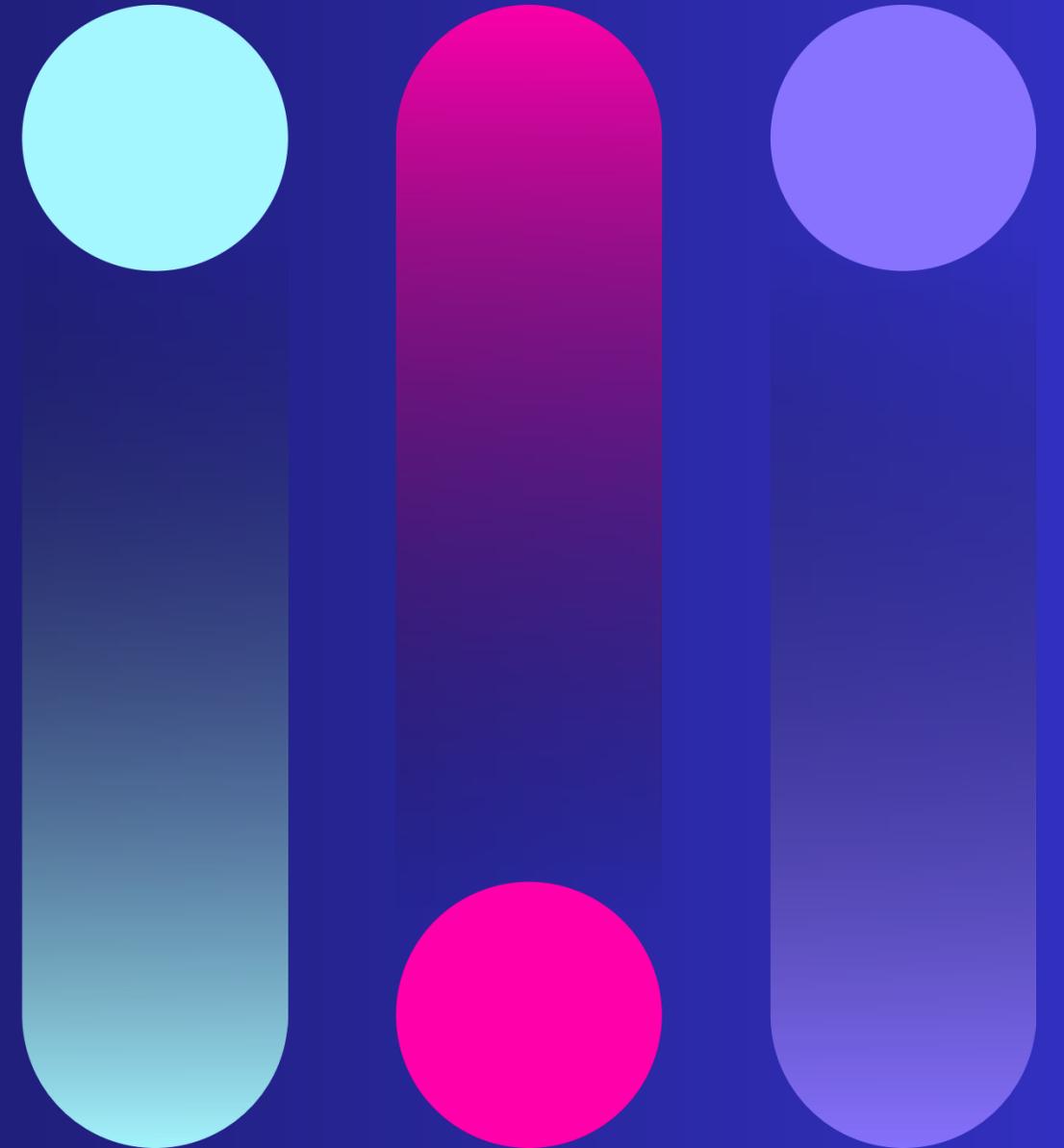
Support for student-led





# Psychological Well-Being and Social Support

The University recognizes the psychological well-being of students and staff as an important factor influencing academic performance. Guided by the principle of social justice, LSU implements special financial support and scholarship programs for students belonging to socially vulnerable groups. These mechanisms aim to ensure equal access to higher education, improve retention in the educational process, and support the full realization of academic potential



## Psychological counselling services



## Awareness seminars on stress management and adaptation



## Individual support mechanisms for students experiencing academic difficulties



# Measurable Indicators and Monitoring

The implementation of this  
policy is assessed based on  
the following indicators

Annual analysis of gender ratios

Admission statistics of socially vulnerable  
groups

Number of events organized on inclusion-  
related topics

Progress in accessibility infrastructure

Statistical data on scholarship recipients

Preparation of annual monitoring reports

# Strategic Perspective and Sustainable Development

LSU considers inclusivity an integral component of its long-term strategic development.

The University continuously develops its policies on social justice and equality in line with international ranking systems and the United Nations Sustainable Development Goals (SDGs).

An inclusive and diverse academic environment strengthens scientific innovation, international cooperation, and institutional reputation.

# Final Statement

Lankaran State University reaffirms its commitment to the principles of equality, diversity, and inclusion and implements its activities in this field based on a systematic, measurable, and sustainable development model.

In accordance with national legislation and international standards, the University identifies the strengthening of an inclusive academic environment as a strategic priority.