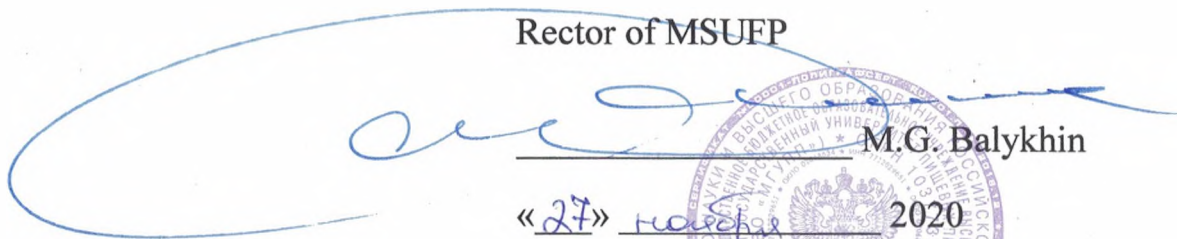


APPROVED

Rector of MSUFP



M.G. Balykhin

«27» ноября 2020



POLICY
of non-discrimination against women in the University

1. GENERAL TERMS

1.1. For the purposes of the present Policy the notion of "non-discrimination against women in a university" implies the exclusion of any gender-based distinction or limitation that weakens or reverses the recognition, use or exercise of women's basic human rights and freedoms in political, social, cultural, civil and other areas regardless of their marital status and based on gender equality.

1.2. Moscow State University of Food Production (hereinafter referred to as MSUFP, the University) condemns discrimination against women in all its forms, agrees without delay by all appropriate means to pursue a policy of eliminating discrimination against women, and for this purpose a set of measures has been developed.

2. SET OF MEASURES

2.1. The University undertakes to use the principle of equality of men and women in its constituent documents and local regulations and to ensure, through other appropriate means, the practical implementation of this principle.

2.2. The University takes appropriate measures to prohibit all discrimination against women.

2.3. The University refrains from committing any discriminatory acts or actions against women and guarantees that it will conduct its activities in accordance with this obligation.

2.4. The University undertakes to take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise.

2.5. The University takes all appropriate measures to ensure women balanced growth and development, as well as their participation in the activities of the university, in order to guarantee them the realization and use of human rights and fundamental freedoms on the basis of equality with men.

2.6. The University takes all appropriate measures to:

2.6.1. modify the men and women social and cultural behavioral patterns with a view to achieving the prejudices and custom abolition elimination and all other practices

which are based on either the gender inferiority or superiority idea or stereotyped roles for men and women;

2.6.2. ensure that the educational mission of the university includes a correct understanding of motherhood as a social function and recognition of the shared responsibility of both women and men for their children upbringing and development.

2.7. The University takes all appropriate measures to eliminate discrimination against women in all areas of activity, on equal terms with men provides women with the right to:

2.7.1. vote in all elections and be elected to all collegial bodies of the University;

2.7.2. participate in the formulation and implementation of the University's goals and mission and hold leadership positions, as well as carry out all official and University functions.

2.8. The University takes all appropriate measures to ensure that women have the opportunity, on equal terms with men and without any discrimination, to be an authorized person and represent the interests of the University in resolving issues arising from any direction of the University's activities.

2.9. The University takes all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure equal rights, on the men and women equality basis, in particular:

2.9.1. the right to labour as an inalienable right of all people;

2.9.2. the right to the same employment opportunities, including the application of the same selection criteria for employment;

2.9.3. the right to promotion and job security, as well as to enjoy all benefits and conditions of work, to receive vocational training and retraining, including further training and internships;

2.9.4. the right to equal remuneration, including benefits, equal treatment for work of equal value, and equal treatment of the quality of work;

2.9.5. the right to social insurance, particularly in cases of retirement, unemployment, sickness, invalidity, old age and other incapacity for work, and the right to paid leave;

2.9.6. the right to protection of health and to safety in working conditions.

2.10. In order to prevent discrimination against women on the grounds of marriage or maternity and to guarantee their effective right to work, the University takes appropriate measures to prohibit, under the threat of sanctions, dismissal on grounds of pregnancy or maternity leave or discrimination on grounds of marital status upon dismissal.