

**UNIVERSITY OF ECONOMICS AND LAW "KROK"
KROK BUSINESS SCHOOL**

**EQUAL OPPORTUNITIES POLICY
OF KROK BUSINESS SCHOOL**

*Approved
by the decision of the Department of Management and Innovation Development
KROK Business School
University of Economics and Law "KROK"
dated March 19, 2025, Protocol No. 6*

1. General Provisions

- 1.1. KROK Business School recognizes diversity and inclusion as key success factors in modern education and business. We strive to ensure equal opportunities for all participants in the educational process and employees, regardless of their individual differences.
- 1.2. This document is based on the principles of international law, national legislation, and internal regulations of the University of Economics and Law "KROK" (hereinafter – "KROK" University), including:
 - The Universal Declaration of Human Rights (1948) – Article 21 “Right to equality before the law and non-discrimination”;
 - The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1979);
 - The UN Convention on the Rights of Persons with Disabilities (CRPD, 2006);
 - The Constitution of Ukraine (1996) – Section II provisions on equality and prohibition of discrimination;
 - The UN Sustainable Development Goals, in particular Goal 4 – Quality Education for All, Goal 5 – Gender Equality, and Goal 10 – Reduced Inequalities;
 - The Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men” (2005); the Law of Ukraine “On Principles of Prevention and Combating Discrimination in Ukraine” (2012); the Law of Ukraine “On Education” (2017);
 - The Regulation on the Organization of the Educational Process at "KROK" University (2024), the Action Plan for Bullying Prevention at "KROK" University (2024), and the Regulation on the Policy and Procedures for Conflict Resolution at "KROK" University (2021).

2. Purpose of the Policy

- 2.1. To ensure fair and equal conditions for access to education, employment, development, and career growth.
- 2.2. To prevent discrimination, bias, and unequal treatment.
- 2.3. To promote the formation of an inclusive educational environment.

3. Scope of Application

This policy applies to:

- Students – participants and attendees of programs and courses;
- Full-time and invited lecturers, trainers;
- Administrative and managerial staff;
- Partners and stakeholders interacting with KROK Business School.

4. Principles of Equal Opportunities

- 4.1. **Non-discrimination.** Any form of discrimination based on gender, age, race, ethnicity, nationality, religion, political beliefs, sexual orientation, disability, or other grounds is prohibited.
- 4.2. **Fairness and transparency.** All procedures for selection, admission, assessment, and advancement are open and based on objective criteria.
- 4.3. **Inclusiveness.** The educational environment is adapted to meet the needs of different groups of learners and staff.
- 4.4. **Diversity.** Participation of representatives from various cultural, professional, and social groups is encouraged.
- 4.5. **Respect and dignity.** All participants in the educational process have the right to respectful treatment.

5. Policy Implementation

- 5.1. Introduction of training sessions and awareness programs on diversity and inclusion.
- 5.2. Establishment of mechanisms for confidential review of complaints related to discrimination or bias.
- 5.3. Ensuring equal access to resources, information, and development opportunities.
- 5.4. Monitoring and regular updating of the policy in accordance with international standards and Ukrainian legislation.

6. Responsibility

- 6.1. The administration of KROK Business School is responsible for implementing the policy.
- 6.2. Program and department heads ensure compliance with the principles of equal opportunities in their work.
- 6.3. Every member of the Business School community bears personal responsibility for maintaining respect toward others.

7. Final Provisions

The Equal Opportunities Policy is a public document and is published on the official resources of KROK Business School. Its implementation is mandatory for all employees, partners, and students.