

KOLEGJI UNIVERSUM
PRISHTINE

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POLICY ON ANTI-DISCRIMINATION OF STUDENTS

Prishtinë, 2023

Supporting and protecting the rights of students in general and, as well as employing anti-discrimination policies for all students, involving LGBTQIA community is one of the most challenging tasks of modernity. In this regards it is of utmost importance the protection of rights of students and prohibition of discrimination on all grounds. Consequently, UNI-Universum International College addresses these issues in its Statute 612/1, Gender Equality Plan 2022-2027 1721/1, Handbook for Academic Personnel 2942/1, as well as on Policy on Procedure and Disciplinary Measures 2949/1. Academic Council of the UNI-Universum International College reviewing aforementioned policy documents has approved this Policy on Anti-Discrimination for Students as an addendum to previous policies. Furthermore, we aim to apply the highest standards guaranteed by the Constitution of the Republic of Kosovo, Law on Protection from Discrimination No.05/L-021, as well as relevant international instruments in the field of human rights.

I

Prohibition of discrimination of students on all grounds

Article 1

In the daily functioning of our college, including but not limited to the process of admission of students, **academic process**, curricular and extracurricular activities with students, discrimination is prohibited in all grounds.

Article 2

The prohibition of discrimination regarding relationships with students in all levels at UNI-Universum International College is understood and applied under Article 1 of the Law on Protection from Discrimination of the Republic of Kosovo which prohibits discrimination "on the basis of nationality, or in relation to any community, social origin, race, ethnicity, color, birth, origin, sex, gender, gender identity, sexual orientation, language, citizenship, religion and religious belief, political affiliation, political or other opinion, social or personal status, age, family or marital status, pregnancy, maternity, wealth, health status, disability, genetic inheritance or any other grounds, in order to implement the principle of equal treatment".

II

Gender equality principles and equal rights for LGBTQIA community

Article 3

Based on the highest Kosovo's and international standards, but also based on the policies of the college itself, set out in its Statute 612/1, Gender Equality Plan 2022-2027 1721/1, Handbook for Academic Personnel 2942/1 and, as well as on Policy on Procedure and Disciplinary Measures 2949/1, our college respects, protects and promotes gender equal rights among students, including, but not limited to students belonging to the LGBTQIA community.

Article 4

In order to respect, protect and promote gender rights and rights of the LGBTQIA community, based on standards of equality and antidiscrimination set in the articles 3, 7 and 24 of the Constitution of Kosovo and the Law on Protection from the Discrimination students from academic year 2023-2024, apart from male and female gender will have the opportunity to define their gender identity in writing in the section "others".

III

Right to appeal and anonymity of the complainant

Article 5

If student consider being discriminated against on gender grounds, gender identity, sexual orientation, or any grounds of discrimination under this Policy, Statute of UNI-Universum International College, or the laws of Kosovo and international instruments will have the opportunity to complain in the first instance to the Disciplinary Commission and in second instance to Complaints Commission as it is foreseen in the Policy on Procedure and Disciplinary Measures.

Article 6

Anyone who reports an offense suspected of discrimination on gender grounds including, but not limited to LGBTQIA community or other grounds of discrimination under Kosovo's laws, international standards and standards applied by this Policy shall have full protection of the College and the possibility of preserving anonymity. In this regard anyone from administrative or academic staff who is directly or indirectly involved in the complaint brought by student/s should not interfere in the case and should refrain from any step that may impede the case. The complainant/s may ask their anonymity to be protected. In this regard the identity of the complainant/s should be known only by members of aforementioned commissions.

Article 12

This policy will be reviewed on regular basis by Academic Council within the period of three years. This policy might be reviewed earlier than three years if it is requested by 2/3 of the Academic Council, by the President of the UNI and Board of Directors of the UNI.

This policy was approved by the Academic Council of UNI – Universum International College.



Prof. Assoc. Dr. Shqipe Gërguri Rashiti

Chair of the Academic Council