



LEARNING AND STUDENTS

Non-discriminatory admissions policy

The university has a special [non-discrimination policy for people with disabilities, orphans, and children with no parental care](#). The university carries out the following work with students with disabilities:

- conducting career guidance;
- creation of special conditions for admission to study, such as providing technical means if necessary, an assistant to fill out applications for admission and other documents;
- creating special conditions for conducting entrance examinations, as well as for filing and considering appeals.



Equal rights for all in university admissions

The university annually provides government-funded places for degree programs for applicants who have special rights and keeps a record of them. So in 2022 INRTU granted **176** places for the bachelor's degree programs for candidates with special rights.

As a result of the admission campaign, **27** students with disabilities and **57** students from orphans without parental care were enrolled with full financial support.

It is also important for INRTU to promote equal admission rights for women. A total of **1552** women were admitted in 2022.



Inclusive education

[INRTU has created the conditions necessary for successful education of students with disabilities - inclusive education](#): creating adaptive-type training programs; creating a barrier-free environment; organizing a system of tutoring, psychological, pedagogical and medical support; organizing the technological capability of electronic and distance learning. Depending on the type of student disability, the university provides various technical facilities during classes and involves special computer equipment with appropriate software.

RESEARCH

3 publications in Scopus in 2022

PUBLIC ENGAGEMENT

INRTU Mentoring

[INRTU organized and actively operates the institute of mentoring](#), the primary task to adapt first-year students, especially those with disabilities, to increase the activity and awareness of students, to involve them in the life of the university.



OPERATIONS

Anti-discrimination policies at INRTU

INRTU has developed and approved a personnel policy regarding discrimination in the workplace (including discrimination based on religion, sexual orientation, gender, age). In addition, the University informs and promotes gender equality, publishing study results on the website. The University follows a policy where no one may be restricted in labor rights and freedoms or receive any advantages on the basis of sex, race, color, nationality, language, origin, property, family, social and official status, age, place of residence, attitude to religion, beliefs, membership or non-membership in publications or any social groups, as well as other circumstances unrelated to the employee's business qualities.



Multiculturalism policies at INRTU

The university has departments that are involved in implementation of the policy of multiculturalism and non-discrimination: the department for additional education and social work and the student trade union committee, whose tasks include organizing social work in the Interests of students and employees of INRTU,



creating the necessary conditions to meet the needs of the individual in intellectual, cultural, moral and aesthetic and physical development, developing regulations for the provision of material support to students and employees in need and the assistance of low income.

Minority Support Programs at INRTU

[To support minorities, INRTU provides a variety of mentoring and advising programs to support students, staff and faculty from underrepresented groups](#). For example, university provides comprehensive support to students from low-income families during all their studies, in particular: - students' union works with orphans, conducts consultations on obtaining children's allowances, provides free public transportation passes, purchases and gives out Christmas gifts for the children of students, participates in the distribution of the scholarship fund and in other areas; students can use the services of the "Legal Clinic," which provides services of legal assistance to people in need free of charge.