



## 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:

- Career guidance services;
- Specialized admission support, including provision of technical aids and assistance with application documentation as required;
- Creating special conditions for entrance examinations, including dedicated processes for filing and reviewing 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. In 2024, the university granted 155 such places for bachelor's and master's degree programs to candidates with special rights. As a result of the admission campaign, 19 students with disabilities and 38 students who are orphans without parental care were enrolled with full financial support.



INRTU also places importance on promoting equal admission rights for women, with a total of 1,314 women admitted in 2024.

### 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

**1 publication on SDG 10  
in International Journal of  
Business Innovation and  
Research in 2024**

## 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.



### Africa Day

INRTU actively supports national minorities and hosts an annual [Africa Day celebration](#), bringing together students from diverse cultures, countries, and ethnic backgrounds in unity and cultural exchange.



This event, featured in university news, highlights the vibrant participation of international students, including those from African nations, fostering intercultural understanding on campus.

### The International Day of Older Persons

INRTU actively celebrates significant dates, including the [International Day of Older Persons](#). On October 2024, a festive concert titled "POLiphony. Music of Autumn" took place in the university's assembly hall, dedicated to the polytechnic's veterans and pensioners.



The university leadership and creative groups warmly congratulated the guests on the holiday.



## 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

INRTU 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.