TASDIQLAYMAN
Toshkent davlat tibbiyot
Universiteti Rektori
Sh.A. Boymuradov
“____” _____ 2025-

TOSHKENT DAVLAT TIBBIYOT UNIVERSITETI

BUYRUQ

Diskriminatsiya haqida murojaat qilgan shaxslarni himoya qilish, maxfiylikni ta’minlash va qasos choralarining oldini olish to‘g‘risida

Universitetda ta’lim oluvchilar va xodimlar uchun xavfsiz, teng huquqli hamda kamsitishdan xoli muhitni ta’minlash, diskriminatsiya va tazyiq holatlari haqida murojaat qilish imkoniyatlarini kengaytirish, murojaatchilarning shaxsiy ma’lumotlari va qonuniy manfaatlarini himoya qilish maqsadida BUYURAMAN:

1. Universitetda tahsil olayotgan talabalar, professor-o‘qituvchilar va boshqa xodimlar diskriminatsiya, tazyiq, ta’qib yoki teng huquqlarning buzilishi holatlari yuzasidan universitetning virtual qabulxonasi, rasmiy elektron murojaat kanallari, yozma yoki og‘zaki murojaatlari orqali xabar berish huquqiga ega ekanligi belgilansin.

2. Murojaatchilarga anonim murojaat yuborish yoki murojaatni ko‘rib chiqish jarayonida shaxsiga doir ma’lumotlarning maxfiy saqlanishini so‘rash imkoniyati ta’minlansin. Anonim murojaatlar unda bayon etilgan holatlarni o‘rganish imkoniyati doirasida ko‘rib chiqilsin.

3. Diskriminatsiya yoki boshqa huquqbuzarlik holati haqida xabar bergan shaxsga, shuningdek tekshiruvda ishtirok etgan guvoh yoki yordam ko‘rsatgan shaxsga nisbatan murojaat qilgani yoki tekshiruvda qatnashgani sababli har qanday qasos choralarini qo‘llash taqiqlansin.

4. Qasos choralariga tahdid qilish, bosim o‘tkazish, ta’qib etish, kamsitish, qo‘rqitish, murojaatni qaytarib olishga majburlash, talabaning bahosi, o‘qishi, stipendiyasi, turar joyi yoki boshqa ta’lim imkoniyatlariga asossiz salbiy ta’sir ko‘rsatish, xodimning mehnat sharoiti, ish haqi, lavozimi, kasbiy rivojlanishi yoki mehnat munosabatlariga asossiz salbiy ta’sir ko‘rsatish kirishi belgilansin.

5. Murojaat qilgan shaxsga nisbatan ta’lim yoki mehnat faoliyatida noqulaylik tug‘dirish, uning murojaati yoki shaxsini oshkor qilish orqali unga bosim o‘tkazish,

shuningdek murojaatni ko‘rib chiqishda ishtirok etayotgan shaxslarga ta’sir ko‘rsatish taqiqlansin.

6. Murojaatlarni qabul qilish va ko‘rib chiqish jarayonida murojaatchining shaxsiga doir ma’lumotlar, murojaat mazmuni va tekshiruv materiallaridan faqat xizmat vazifasini bajarish uchun zarur bo‘lgan vakolatli shaxslar foydalanishi ta’minlansin. Ma’lumotlarni uchinchi shaxslarga oshkor etish qonunchilikda nazarda tutilgan holatlar bundan mustasno, murojaatchining roziligisiz amalga oshirilmasin.

7. Jismoniy va yuridik shaxslarning murojaatlari bilan ishlash, nazorat va monitoring boshqarmasi murojaatlarni qabul qilish va ro‘yxatga olishda ushbu buyruq talablariga rioya etilishini, maxfiy ma’lumotlardan foydalanish cheklanishini hamda murojaatlarni ko‘rib chiqish jarayonining monitoringini ta’minlasin.

8. Universitetning tarkibiy bo‘linmalari rahbarlari murojaat qilgan yoki tekshiruvda ishtirok etgan shaxslarga nisbatan qasos, bosim yoki ta’qib alomatlari yuzaga kelgan taqdirda, bu haqda vakolatli bo‘linmaga zudlik bilan xabar berilishini va holat belgilangan tartibda o‘rganilishini ta’minlasin.

9. Murojaatchi tomonidan bila turib yolg‘on ma’lumot taqdim etilganligi haqidagi masala faqat tegishli dalillar asosida va belgilangan tartibda ko‘rib chiqilsin. Murojaatning tasdiqlanmaganligi o‘z-o‘zidan murojaatchiga nisbatan qasos choralarini qo‘llash uchun asos bo‘la olmaydi.

10. Universitetning rasmiy veb-saytida va ichki axborot kanallarida ushbu buyruq talablari, murojaat kanallari, anonim murojaat qilish imkoniyati hamda qasos choralariga yo‘l qo‘yilmasligi haqidagi ma’lumotlar e’lon qilinsin.

11. Mazkur buyruq universitetning barcha tarkibiy bo‘linmalari, professor-o‘qituvchilari, xodimlari va ta’lim oluvchilari uchun ijro etilishi majburiy etib belgilansin.

APPROVED
Rector of Tashkent State Medical University
_____ Sh.A. Boymuradov
“____” _____ 2025

TASHKENT STATE MEDICAL UNIVERSITY

ORDER

On Protecting Persons Reporting Discrimination, Ensuring Confidentiality and Preventing Retaliation

In order to ensure a safe, equal and discrimination-free environment for students and employees, expand opportunities to report discrimination and harassment, and protect the personal information and legitimate interests of complainants, I HEREBY ORDER:

1. Students, academic staff and other employees of the University shall have the right to report discrimination, harassment, victimisation or violations of equal rights through the University's virtual reception office, official electronic reporting channels, or written and oral submissions.

2. Complainants shall be provided with the opportunity to submit reports anonymously or to request that their personal information be kept confidential during the review process. Anonymous reports shall be considered to the extent that the circumstances described can be examined.

3. Any form of retaliation shall be prohibited against a person who reports discrimination or another violation, as well as against a witness or any person who provides assistance during an investigation, where the retaliation is connected with the report or participation in the investigation.

4. Retaliation includes threats, pressure, harassment, discrimination, intimidation, forcing a person to withdraw a report, unjustifiably affecting a student's grades, studies, scholarship, accommodation or other educational opportunities, or unjustifiably affecting an employee's working conditions, salary, position, professional development or employment relationship.

5. It shall be prohibited to create disadvantages in a complainant's educational or employment activities, exert pressure by disclosing the report or the complainant's identity, or improperly influence persons involved in reviewing the report.

6. During the receipt and review of reports, access to the complainant's personal data, the contents of the report and investigation materials shall be limited to authorised persons who need such information to perform their official duties. Disclosure to third parties without the complainant's consent shall not be permitted, except where required by law.

7. The Department for Handling Appeals of Individuals and Legal Entities, Control and Monitoring shall ensure compliance with this Order when receiving and registering reports, restrict access to confidential information, and monitor the handling of reports.

8. Heads of the University's structural units shall ensure that any indications of retaliation, pressure or harassment against a complainant or a person participating in an investigation are promptly reported to the authorised unit and examined in accordance with the established procedure.

9. Any allegation that a complainant knowingly provided false information shall be considered only on the basis of relevant evidence and in accordance with the established procedure. The fact that a report is unsubstantiated shall not, by itself, constitute grounds for retaliation against the complainant.

10. Information about the requirements of this Order, reporting channels, the possibility of submitting anonymous reports and the prohibition of retaliation shall be published on the University's official website and internal communication channels.

11. This Order shall be binding on all structural units, academic staff, employees and students of the University.