



**UNIVERSITETI I TETOVËS**  
УНИВЕРЗИТЕТ ВО ТЕТОВО | UNIVERSITY OF TETOVA

In accordance to article 94, paragraph 1, of the Law on Higher Education ("Official Gazette of the Republic of North Macedonia", no. 82/2018, in the meeting held on 26.02.2019, the Senate of the University brought the following:

**Provision for gender equality and non-discrimination**

The University of Tetova is open and accessible to all students, teachers or collaborators, with their own intellectual and moral qualities, in the defined environment of university autonomy, as defendants of academic freedom of individual expression and witnessing skills and qualities, to make their own contribution in the field of development of education, science and professionalism.

This institution was founded on December 17, 1994 as an initiative of Albanian intellectuals, various apolitical associations and associations and all devotees of higher education in the country and beyond.

In terms of the educational-teaching process, the University pays special importance to the implementation of the Bologna reforms as well as the reforms in the field of professional-scientific research, even though this component is still far from the UT's goals compared to developed countries. These researches are carried out through bilateral projects thanks to the projects of Erasmus, DAD; Tempus, etc. for research and development. Relying on European standards, the academic and study quality is always increasing.

**Fairness and equal opportunities**

Equal opportunities for women and men are promoting the principle of equal presentation of the participation of women and men in all areas of the public and private sector, equal status and treatment in the realization of all rights and in the development of their individual potentials through which they contribute to social development, as well as equal benefits from the results coming from that development.<sup>1</sup>

Relying on the legal aspect of respect for human rights according to the constitution of the Republic of North Macedonia, the University of Tetova since its establishment has treated with priority the issue of gender equality, non-discrimination and equal opportunities. This positive spirit has reflected both in the compilation of teaching programs and in the drafting of long-term plans of this university, with which numerous projects have been compiled which have created opportunities for the preparation of new staff regardless of gender, age, affiliation, race or religious affiliation.

This is all based on article 18 of the statute of the University of Tetova<sup>2</sup>, which through 5 (five) legal predispositions says:

<sup>1</sup> CONSTITUTION OF THE REPUBLIC OF NORTH MACEDONIA, Law on equal opportunities for women and men, Official Gazette of the Republic of Macedonia" no. 166/2014

<sup>2</sup> STATUTE OF THE UNIVERSITY OF TETOVA, Official Gazette of the Republic of North Macedonia", no. 82/2018



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- (1) The University ensures equal conditions for students and employees and non-discrimination on any basis.
- (2) The University prohibits any type of discrimination based on gender, skin color, race, language, religion, nationality, political views, social background, national minority, origin, material status, marital status, age, disability and any other type with different status.
- (3) The unique criteria for mutual behavior, evaluation of results and advancement should be: competences, abilities, skills, expertise, professional merits, knowledge, results achieved, etc., in which every member of the academic and university community is forced for an objective approach, the use of subjectivism or other illegal moral forms that would lead to the implementation of discrimination and violation of human dignity.
- (4) All members of the university academic community are obliged to respect the University's Code of Ethics
- (5) Policies for realizing and respecting equality and non-discrimination are within the competence of the University and university units.

The main goal of the University of Tetova is the accomplishment of its mission, which is to provide equal education for all. Something that can be seen through the variety of students, administrative staff and academic staff who have different gender, ethnic, religious affiliations but all cooperate together for the same goal.

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**Prof. Dr. Vullnet Ameti**  
**Rector of University of Tetova**