**Prohibition of labor discrimination**

Altai State University recognizes and is guided by the principles of the prohibition of labor discrimination in its activities.

Altai State University is guided by Part 3 of Article 37 of the Constitution of the Russian Federation which guarantees that everyone has the right to work in conditions that meet safety and hygiene requirements, to remuneration for work without any discrimination and not lower than the minimum salary established by federal laws and the right to protection against unemployment.

The University also guarantees compliance with the prohibition of discrimination in the workplace in accordance with Article 3 of the Labor Code of the Russian Federation (Federal Act No. 197 of 30 December 2001), in accordance with which everyone has equal opportunities to exercise their labor rights; no one can be restricted in labor rights and freedoms or receive any benefits depending on gender, race, color, nationality, language, origin, property, family, social and official status, age, place of residence, attitude to religion, beliefs, affiliation or non-affiliation with public associations or any social groups, as well as from other circumstances not related to the professional qualities of the employee; persons who consider that they have been subjected to discrimination in the sphere of labor are entitled to apply to the court for the restoration of violated rights, compensation for material damage and compensation for moral damage.

By virtue of Article 64 of the Labor Code of the Russian Federation, Altai State University is guided by the principles of the prohibition of an unjustified refusal to conclude an employment contract. Any direct or indirect restriction of rights or the establishment of direct or indirect advantages in concluding an employment contract depending on gender, race, color, nationality, language, origin, property, family, social and official status, age, place of residence (including the presence or absence of registration at the place of residence or stay), attitude to religion, belief, affiliation or non-affiliation with public associations or any social groups, as well as other circumstances not related to the professional qualities of the employee are not allowed, except in cases in which the right or duty to establish such restrictions or benefits is provided for by federal laws. It is prohibited to refuse to conclude an employment contract with women for reasons related to pregnancy or the presence of children. Refusal to enter into an employment contract may be appealed in court.