



LEARNING AND STUDENTS

Equal educational opportunities

INRTU is committed to providing equitable educational opportunities for all applicants, irrespective of gender. All students, regardless of gender identity, possess equal rights concerning academic pursuits, scholarships, housing, extracurricular activities, scientific endeavors, student organizations, and cultural and artistic engagements. The university ensures that its resources and opportunities are accessible to all students. Following each admission campaign, the university publishes statistics regarding the enrollment and retention rates of female students on [official website](#).

Equal access to scholarships

The University offers [scholarships](#) at different levels to encourage various achievements of male and female students: academic, scientific, cultural, sports and social.

Equal terms and conditions

Terms and conditions of living on campus, participation in extracurricular activities, science, thematic student communities, culture, sport, arts and the rest - the University's opportunities are open to all students. These rights are enshrined in the [Rules of Admission](#) to INRTU. The [statistics](#) of girls' enrollment in the university based on the results of the admission campaign, is published annually.



RESEARCH

Equality in research

[The contributions of women inventors are exemplified by Viktoria Orlova](#), a student at INRTU and aspiring architect, who achieved recognition at the All-Russian hackathon-festival for territorial activation titled 'Campus is Changing.' Alongside her team, Viktoria developed a methodology aimed at enhancing the environmental conditions on campuses and formulated a plan to engage both students and faculty in initiatives focused on environmental protection.



Participation in scientific events

In 2023 senior students of the INRTU School of Subsurface Resource Management took part in the [XII All-Russian Youth Forum "Oil, Gas and Mining"](#). Students of the Department of Surveying and Geodesy of INRTU took the second place at the All-Russian Olympiad in Perm. Anastasia Kalugina became the third in the individual competition. The competition was held as part of the XII All-Russian Youth Forum "Oil, Gas and Mining". The program of the All-Russian Youth Forum included a scientific conference "Problems of Hydrocarbon and Ore Mineral Fields Development". Our students presented the results of their research.



PUBLIC ENGAGEMENT

Equality in competitions

The university organizes numerous subject [Olympiads](#) and participates in [scientific conferences](#), as well as creative and [athletic competitions](#), ensuring that all individuals are invited to participate without discrimination based on gender. These competitions are characterized by fairness and rigor, evaluating participants solely on their skills, talents, dedication, willpower, and competitive spirit. Furthermore, INRTU hosts a competition named 'Student Leader,' which allows student activists to demonstrate their professional capabilities. Additionally, a mentorship program has been established to support the adaptation of first-year female students to the academic environment.



OPERATIONS

HR Policy

The university has adopted and implemented a [HR policy](#) that guarantees equal rights to all employees and non-discrimination on the grounds of religion, sexual orientation, gender, age and nationality.

Great attention is also paid to gender balance among staff and faculty, and the [gender pay gap](#). The [proportion of women in the university's governing bodies](#) is monitored on an ongoing basis.



The university's human resources policy guarantees equal rights for all employees while prohibiting discrimination based on religion, sexual orientation, gender, age, nationality, or any other characteristic. INRTU is evolving into a significant modern center for multicultural educational, scientific, and cultural interaction. The university campus frequently hosts individuals from diverse countries and cultures in a welcoming atmosphere that fosters the creative potential of both staff and students.



Childcare facilities

INRTU demonstrates a robust commitment to supporting motherhood among its students and faculty by establishing a dedicated mother-and-child room and a short-term care group for older children. This initiative reflects the university's recognition of the challenges faced by young mothers within the academic environment.