

## **Istanbul Topkapı University Anti-Violence, Harassment and Bullying Policy**

Istanbul Topkapı University is committed to providing all its students and academic and administrative staff with an educational and working environment based on respect, safety and dignity. Our Anti-Violence, Harassment and Bullying Policy aims to ensure that no form of physical, psychological or sexual violence, harassment or bullying is tolerated and to combat such behaviour. Our university takes the necessary measures to ensure that members of the community can study and work safely in an environment free from any kind of threat, harassment, or bullying, and fosters a safe campus culture. This policy has been developed to create a respectful, fair, and supportive atmosphere.

### **Core Values**

Istanbul Topkapı University's Anti-Violence, Harassment and Bullying Policy is based on the following fundamental values:

1. **Safe Environment:** Our university provides an environment where all students and staff can feel physically and psychologically secure. Security is our top priority at every level.
2. **Respect and Dignity:** Every individual has the right to have their personal boundaries respected and their dignity protected. Our university encourages all members of the community to treat each other with respect.
3. **Zero Tolerance:** No form of violence, harassment, bullying or mobbing will be tolerated. A zero-tolerance policy is applied to such behaviour.
4. **Support and Assistance:** Safe and confidential support mechanisms are established for individuals subjected to violence, harassment or bullying. Victims are protected and provided with guidance.
5. **Accountability:** All individuals are responsible for behaving respectfully and appropriately on campus. Disciplinary procedures are rigorously enforced against those who behave inappropriately.

### **Anti-Violence, Harassment and Bullying Policy Strategies**

Istanbul Topkapı University implements the following strategies to prevent and effectively combat violence, harassment and bullying:

1. **Information and Awareness Training:** Our university organises regular training sessions and awareness campaigns to raise awareness among students and staff about violence, harassment and bullying. These training sessions cover how to identify bullying and harassment and how to intervene in such situations.
2. **Complaint and Application Mechanisms:** A secure and confidential complaint mechanism is established for individuals who encounter situations of violence, harassment or bullying. During this process, the rights of victims are protected and complaints are assessed promptly and fairly.
3. **Confidentiality and Protection Principle:** In cases of violence, harassment and bullying, the information of victims and witnesses is kept confidential. Our university protects victims and witnesses and ensures that the process is managed reliably.

4. **Disciplinary and Sanction Procedures:** Disciplinary procedures are rigorously enforced against individuals who engage in harassment, violence or bullying. When inappropriate behaviour is identified, sanctions are applied in accordance with university policies.
5. **Support Services:** Psychological and legal support is provided to individuals who have been subjected to violence, harassment or bullying. Our university supports victims' rehabilitation processes, enabling them to continue their education and working lives safely.
6. **Zero Tolerance Communication:** A zero-tolerance policy against violence, harassment and bullying is clearly communicated to the entire university community. Decisive measures are taken against those who fail to comply with this policy.
7. **Regular Review and Improvement:** Policies against violence, harassment and bullying are regularly reviewed and improved according to the needs of our university. Strategies are updated in line with new developments and best practices.

## Objectives

The objectives of Istanbul Topkapı University's Anti-Violence, Harassment and Bullying Policy are as follows:

1. **Raising Awareness:** Increase participation in training and seminars organised to raise awareness about violence, harassment and bullying across the campus by 50%.
2. **Strengthening Complaint Processes:** Ensuring that complaints regarding violence, harassment and bullying are handled swiftly, fairly and confidentially, and expanding the support provided to victims.
3. **Developing Support Services for Victims:** To expand psychological and legal support services provided to victims of violence, harassment or bullying and to increase access to these services.
4. **Strengthening the Zero Tolerance Policy:** Implementing a zero-tolerance policy against violence, harassment and bullying effectively across the campus to ensure a safe learning and working environment.
5. **Ensuring Continuous Policy Improvements:** Ensuring that policies on violence, harassment and bullying are regularly reviewed, making improvements in line with the needs of the university community and new developments.

Istanbul Topkapı University, with its policy against violence, harassment and bullying, undertakes to take all necessary measures to ensure that every individual can study and work in a safe, respectful and supportive environment. Our university ensures the effective implementation and continuous development of this policy.