

Istanbul Topkapı University Equal Opportunities and Anti-Discrimination Policy

Istanbul Topkapı University is committed to providing all its students and staff with an inclusive, fair and non-discriminatory environment. Our Equal Opportunities and Anti-Discrimination Policy aims to create a work and learning environment where every individual has equal rights and opportunities, and where no one is discriminated against on the basis of gender, ethnic origin, religion, language, sexual orientation, disability or other personal characteristics. Our university fosters an educational and working culture based on the principles of justice, respect, and equality, providing an atmosphere where community members can develop with confidence.

Core Values

Istanbul Topkapı University's Equal Opportunities and Anti-Discrimination Policy is based on the following fundamental values:

1. **Equality and Justice:** All individuals are assessed according to their abilities and achievements. Our university is committed to providing equal opportunities to all individuals in education and working life.
2. **Combating Discrimination:** Discrimination in any form is strictly prohibited within our university community. No one shall be given preferential treatment or excluded on the basis of gender, age, disability, ethnic origin, religion, sexual orientation or other personal differences.
3. **Inclusivity and Diversity:** Istanbul Topkapı University views diversity as a strength and fosters an inclusive educational and working environment. It encourages the coexistence of individuals with different perspectives and cultures.
4. **Respect and Dignity:** Each member of the university community is treated with respect. There is zero tolerance for any behaviour that harms an individual's dignity, including bullying, harassment or violence.
5. **Access to Opportunities:** All students and staff have equal access to opportunities to develop their skills and realise their potential. A fair process is ensured in education and career development.

Equal Opportunities and Anti-Discrimination Policy Strategies

Istanbul Topkapı University implements the following strategies to ensure equal opportunities and prevent discrimination:

1. **Equal Opportunities Commission:** Our university establishes an Equal Opportunities Commission to ensure equal opportunities and prevent discrimination. This commission monitors the fair and equal implementation of all policies and carries out work to raise awareness.

2. **Anti-Discrimination Education Programmes:** All employees and students receive regular training on combating discrimination, the value of diversity and equal opportunities. These programmes raise awareness and strengthen an inclusive culture.
3. **Complaints and Application Mechanisms:** A secure and confidential complaints system is established for individuals who encounter any discrimination, harassment or injustice. This mechanism ensures that complaints are assessed promptly, fairly and in accordance with the principle of confidentiality.
4. **Accessibility for People with Disabilities:** The campus and educational materials are made accessible for students and staff with disabilities. Solutions and support services appropriate to the disability are provided, encouraging equal participation.
5. **Gender Equality Policies:** Gender equality policies are implemented to ensure women have equal rights in work and education, to remove glass ceiling barriers, and to ensure they are represented in leadership positions.
6. **Promoting Diversity and Inclusion:** Our university organises programmes that promote cultural, social and ethnic diversity. Events are organised to strengthen mutual understanding and respect among students and staff.
7. **Observation and Reporting:** The university regularly assesses the effectiveness of its equal opportunities and anti-discrimination policies. Based on the findings of these processes, policies are continuously improved and reported on.

Objectives

The objectives of Istanbul Topkapı University's Equal Opportunities and Anti-Discrimination Policy are as follows:

1. **Zero Tolerance for Discrimination:** Establishing an effective monitoring and complaints process and adopting a zero-tolerance policy to prevent any instances of discrimination occurring across the campus.
2. **Enhancing Education and Awareness:** To organise regular training sessions and workshops to raise awareness about combating discrimination and promoting equal opportunities among all students and staff.
3. **Improving Disability Inclusion and Accessibility:** Ensuring full accessibility across the campus for disabled individuals and continuously improving access to education.
4. **Ensuring Gender Equality:** Ensuring women have equal rights in work and education and increasing the proportion of women in senior management positions.
5. **Promoting a Culture of Diversity:** To increase participation in inclusive activities that promote respect and understanding among individuals from different cultures, ethnic backgrounds and social groups.

Istanbul Topkapı University, through its policy of equal opportunity and protection against discrimination, aims to create a work and learning environment free from discrimination and injustice, where every individual has equal rights. Our university is committed to implementing and continuously improving this policy.