

Istanbul Topkapı University Gender Equality Policy

Istanbul Topkapı University is committed to providing an inclusive educational and working environment that promotes gender equality, opposes gender discrimination, and respects the rights of every individual. Our Gender Equality Policy aims to strengthen gender equality and ensure that women, men, and all other gender identities have equal opportunities in education, work life, and all areas of social life. Our university aims to create an inclusive campus culture by taking a strong stance against gender-based discrimination, violence, harassment, and all forms of inequality.

Core Values

The Gender Equality Policy of Istanbul Topkapı University is based on the following fundamental values:

1. **Equality and Justice:** All forms of gender-based discrimination, prejudice and inequality are combated. Our university aims to create equal opportunities for women, men and individuals of all gender identities.
2. **Combating Gender-Based Discrimination:** Any form of discrimination or exclusion based on gender is absolutely unacceptable. The university takes decisive steps to prevent behaviour that violates the principle of gender equality.
3. **Inclusivity:** Our university recognises the diversity of gender identities and expressions and develops an approach that embraces this diversity. Every individual feels safe and valued on campus.
4. **Awareness and Education:** Educational programmes are organised to raise awareness about gender equality, and a gender equality-based mindset is encouraged to take root within the community.
5. **Zero Tolerance:** A zero-tolerance policy is applied to all forms of violence, harassment, bullying and discrimination based on gender. Effective and swift interventions are made in response to such behaviour.

Gender Equality Policy Strategies

Istanbul Topkapı University implements the following strategies to ensure gender equality and prevent gender-based discrimination:

1. **Gender Equality Training and Workshops:** Regular training sessions, seminars and workshops are held to raise awareness of gender equality among students and academic and administrative staff. These training sessions provide information on gender equality and combating discrimination.
2. **Gender-Based Complaint and Application Mechanisms:** A secure and confidential complaint mechanism is established for individuals who experience gender-based discrimination, harassment or violence. These complaints are carefully investigated and appropriate measures are taken.
3. **Gender Equality Commission:** Our university establishes a Gender Equality

Commission to monitor and develop the implementation of gender equality policies. This commission provides advice on gender equality issues and recommends updates to university policies.

4. **Empowering Women and Leadership Opportunities:** Women are encouraged to take on more leadership positions in university and professional life. Our university offers programmes and mentoring services that support women's career development.
5. **Gender-Based Pay Equality:** Our university implements an equal pay for equal work policy without gender discrimination. Regular assessments are conducted to eliminate pay differences between women and men.
6. **Protection of the Rights of LGBT+ Individuals:** Our university recognises that everyone has equal rights regardless of their gender identity and sexual orientation, and protects the rights of LGBT+ individuals. Safe spaces and support services are provided to ensure LGBT+ individuals feel secure.
7. **Inclusive Curriculum and Research:** Our university's educational programmes address the topics of gender equality and diversity. Research on gender equality is encouraged, ensuring that academic work raises awareness in this area.

Objectives

The objectives of Istanbul Topkapı University's Gender Equality Policy are as follows:

1. **Raising Awareness of Gender Equality:** Increase participation in training, seminars and workshops that raise awareness of gender equality by 50%.
2. **Strengthening Women's Leadership and Participation:** Increasing the representation of women in leadership positions at our university by 30% and expanding support programmes for women's career development.
3. **Reducing Gender-Based Discrimination and Harassment:** Establishing effective intervention and support mechanisms to reduce cases of gender-based discrimination, harassment and bullying to zero.
4. **Expanding LGBT+ Support Programmes:** To increase access to support services so that LGBT+ individuals feel safe in the university environment and can fully exercise their rights.
5. **Promoting Gender Equality Research:** To increase academic research and projects on gender equality at our university by 40%.

Istanbul Topkapı University aims to create an educational and working environment where all individuals have equal rights and there is no discrimination or gender-based inequality, through its gender equality policy. Our university is committed to the continuous development and effective implementation of this policy.