

Istanbul Topkapı University Inclusion Policy

Istanbul Topkapı University is committed to providing all its students, staff, and stakeholders with an inclusive, respectful, and equitable learning and working environment. Our Inclusion Policy aims to create an environment that embraces diversity as a strength and enables every individual to realise their full potential. Our university strives to foster a campus culture where everyone feels safe, can contribute, and is accepted, regardless of gender, age, ethnicity, disability, religion, language, sexual orientation, or other personal characteristics.

Core Values

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

1. **Promoting Diversity:** Our university respects the different characteristics and backgrounds of all individuals and embraces this diversity as an asset in its educational and operational processes.
2. **Equality and Justice:** Every individual has equal opportunities and is treated fairly. Our university ensures that all staff and students have equal rights and combats all forms of discrimination.
3. **Inclusive Culture:** Our university provides a learning and working environment where members of the community show respect for one another, and which is safe and supportive. The contributions and opinions of every individual are valued.
4. **Disability and Accessibility:** Our university continuously improves physical and digital access for disabled individuals. All areas, educational and working processes are organised to suit the needs of disabled individuals.
5. **Community Engagement:** All individuals are encouraged to actively participate in campus life and community projects. Our university aims to increase community involvement through social responsibility projects and partnerships.

Inclusivity Policy Strategies

Istanbul Topkapı University implements the following strategies to create an inclusive environment:

1. **Inclusive Education and Programmes:** The curriculum, course content and teaching methods are prepared with an inclusive approach. All students and staff are encouraged to learn by empathising with the different cultures and views within the community.
2. **Diversity and Inclusion Policy:** Inclusion, diversity and anti-discrimination training is provided regularly to all staff and students. These training sessions aim to raise awareness and strengthen an inclusive culture.

3. **Access and Support for Individuals with Disabilities:** Full participation of disabled individuals in campus life is ensured. In addition to physical access points, digital platforms and educational materials are also adapted to the needs of disabled individuals.
4. **Inclusive Leadership and Management:** Our university promotes inclusive leadership at all management levels. The views of all community members are taken into account in decision-making processes, and importance is placed on representing different perspectives.
5. **Social Participation and Volunteering:** Students and staff are encouraged to actively participate in projects that contribute to society. These projects promote social responsibility and inclusivity.
6. **Observation and Reporting:** Our university regularly assesses the effectiveness of its inclusion policies. Policies are continuously improved based on observations and feedback regarding respect for differences and diversity.
7. **Activities that Promote Diversity:** The university organises events, panels, workshops and social activities that support inclusivity and diversity. These events enhance mutual understanding and solidarity within the community.

Objectives

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

1. **Fostering an Inclusive Culture:** Increasing inclusivity training to promote a culture that supports diversity across the campus and ensures every individual feels valued.
2. **Improving Accessibility for People with Disabilities:** Increasing the accessibility level of campus areas and digital platforms by 100% and ensuring the full participation of individuals with disabilities.
3. **Promoting Inclusive Education:** The University aims to increase awareness by boosting participation rates in regular inclusion and diversity programmes for all staff and students.
4. **Creating Inclusive Leadership Opportunities:** Ensuring the representation of individuals with diverse perspectives in university management and decision-making processes, strengthening an inclusive leadership culture.
5. **Increasing Community Engagement and Social Responsibility:** Increasing participation in the university's social responsibility projects by 50 percent to develop inclusive and sustainable projects for the community.

Istanbul Topkapı University aims to create a work and learning environment where every individual is valued, has equal opportunities, and where differences are respected and tolerated, in line with its inclusivity policy. Our university is committed to the continuous development and implementation of this policy.