

Istanbul Topkapı University Respect for Diversity Policy

Istanbul Topkapı University is committed to providing all its students and academic and administrative staff with an inclusive, respectful and diversity-embracing education and working environment. Our Respect for Diversity Policy aims to ensure that every individual, regardless of their identity, background or perspective, is respected within the university community and has equal opportunities. Our university recognises gender, race, ethnicity, religion, language, sexual orientation, disability status, or other personal differences and embraces this diversity as a strength. This policy aims to create a campus culture where differences can coexist harmoniously and every individual can feel valued.

Core Values

Istanbul Topkapı University's Respect for Diversity Policy is underpinned by the following core values:

1. **Respect for Diversity:** Our university respects individuals' cultural, ethnic, religious, sexual and all other identities. It creates an environment where diversity is valued and protected.
2. **Equality and Justice:** It is accepted that every individual has equal rights, regardless of their differences. Respecting diversity and providing equal opportunities for everyone are among the fundamental principles of our university.
3. **Inclusivity:** Every member of our university community finds themselves in an environment where they can express themselves, contribute and be accepted. A campus culture that embraces diversity is created.
4. **Awareness and Consciousness:** Our university organises awareness programmes that explain the importance of differences and the value of diversity to members of the community and encourages this process of awareness.
5. **Zero Discrimination:** All forms of discrimination, exclusion or bullying based on differences are met with zero tolerance. Respect for all differences between individuals is fundamental.

Respect for Diversity Policy Strategies

Istanbul Topkapı University implements the following strategies to support the understanding of respect for differences and to promote diversity:

1. **Awareness Training and Diversity Programmes:** Our university organises regular training sessions, seminars and workshops to increase respect for diversity among students and staff. These training sessions promote awareness of diversity and inclusion.

2. **Inclusive Communication and Support Mechanisms:** Our university develops inclusive communication channels to support communication between individuals from different cultural and social backgrounds. Support services are provided for issues arising from differences.
3. **Student and Staff Groups Promoting Diversity:** Student clubs, events and organisations that enable individuals belonging to different groups and communities within the university community to express themselves are encouraged. These platforms create opportunities for the acceptance and celebration of diversity.
4. **Cultural and Social Activities:** Our university organises activities that celebrate cultural diversity and promote different cultures. These activities enhance mutual understanding and respect among students and staff.
5. **Zero Discrimination Policy:** Safe complaint mechanisms are established for individuals who are subjected to discrimination, bullying and exclusion. Complaints are handled confidentially and fairly and necessary measures are taken.
6. **Physical and Digital Accessibility:** Our university ensures that areas on campus and digital platforms are accessible to disabled individuals and individuals with different needs. Necessary arrangements are made to ensure that every individual has equal access to campus facilities.
7. **Social Contribution and Responsibility Projects:** Our university carries out social responsibility projects that promote respect for diversity. These projects enhance social cohesion and inclusivity.

Objectives

The objectives of Istanbul Topkapı University's Respect for Diversity Policy are as follows:

1. **Expanding Awareness Trainings:** Increasing participation in awareness training that promotes respect for differences among students and staff by 50%.
2. **Supporting Inclusive Student Communities:** To increase the number of communities celebrating diversity by encouraging student clubs and activities for different groups.
3. **Strengthening the Zero Discrimination Policy:** To reduce cases of discrimination and exclusion to zero by promoting effective complaint and intervention mechanisms.
4. **Improving Accessibility Standards:** Ensuring that campuses and digital platforms are 100% accessible and that individuals with different needs have equal access to all facilities.
5. **Increasing Participation in Cultural Events:** Strengthening mutual understanding and respect within the university community by increasing the number of different cultural events.

Istanbul Topkapı University aims to create an environment where every individual can feel safe, valued and accepted through its policy of respect for diversity and to develop a campus

culture that embraces diversity as a strength. Our university is committed to the effective implementation and continuous improvement of this policy.