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Istanbul Gelişim University is a university ruled by an internalized culture of quality and tolerance and with a purpose of enriching its society and humanity in general. The University aims to equalize genders with the mission of presenting education, studies and advocacy regarding gender equality and develop policies devoted to eliminate the barriers before women's career development built by the prejudices originated from internalized social roles.

Producing positive effects which will affect society in general by these objectives, awareness raising in cooperation with the members of both the administrative and education structure, creating awareness and acting in order to carry it into practice comprise the content of gender equality policy.

### **Basic Values**

The basic values on which the University's Gender Equality Policy is based are:

1. **Preventing Gender Based Discrimination:** It is our university's responsibility to ensure that the academic and administrative staff of the university have the equal opportunities from the very beginning of their employment.
2. **Meet the Satisfaction of the Staff:** One of the basic values of the university is to ensure gender equality in order to form organic and emotional bond between the university and the academic and administrative staff of the university.
3. **Respect to Human Rights:** To respect human rights which are originated from being a human being only.
4. **Equality of Woman and Man:** To ensure that the working men and women have the same opportunities in regard to their career, personal life, psychological and physical needs by breaking free from the negative restrictions caused by the social roles of working men and women in order to create diversity in academic life.
5. **Communication:** Communication holds an important place for gender with its ability to construct and diffuse the culture it has. Individuals composing society learn the behavioural pattern of the society by communication with others and act in a proper way to be accepted by the society. The posterity internalizes the approach of current social structure towards gender through communication. Consequently, to be able to prevent gender inequality indicates the characteristics of the social structure as a whole.
6. **Positive Discrimination:** The complement of policies, strategies, methods and practices

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developed on behalf of disadvantageous groups and those who have restricted access or no access to their rights due to various reasons.

**Strategy of Gender Equality Policy:**

The cornerstones of the gender equality policy, which are shaped around these values and four main goals which stands as a guide and resource to its strategy are as follows:

The University encourages to gain awareness that would provide gender equality within the structure of administration and develops supervisory structures correspondent with this consciousness. The University ensures that women take place in senior positions of the administration structure actively depending upon the “competencies” of working women in academic and administrative fields, announces the application opportunities regarding these positions regardless of gender via formal and informal networks, ensures that the matter of gender equality gets the necessary respect, creates units which are responsible of monitoring the matter and collects data regularly concerning the issue of meeting the gender equality and guarantees that the data is stored and reported after being analysed.

The University aims to form the Istanbul Gelisim University Gender Equality Action Plan with the purpose of supporting working women’s improvement and eliminating the barriers before this improvement. It aims to remove the inequalities between working men and women with the action plan in the short run, to develop the maternity policy which supports the contribution of women to working life and is suitable for the purpose of integrating the work and personal life and besides this, to develop the paternity policy for working men (if there is any elderly people for whom they are responsible), to educate officials who work with gender awareness in the recruitment or assignment processes, to offer helpful enforcements for female instructors in addition to the legislative regulations of maternity and paternity leave and to develop physical structures and opportunities (setting up lactation rooms etc.) regarding gender equalities.

The University develops mechanisms which enable segregation of the studies such as published articles under the name of our university, scientific research project or patent with gender equality tag and to track these regularly with the purpose of encouraging the scientific researches in the field of gender equality. It makes the faculties, departments and practice centres integrated in regard to Gender Equality and brings them into view.

The University establishes mechanisms to make the studies about gender equality of newly appointed academics sustainable and internalizes the fact that sustainability can only be possible if the equality between women and men is accomplished as university culture. In addition, the

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University supports international study groups and interdisciplinary studies in order to give support to gender studies. The University gives priority to informative and awareness conferences in order to raise awareness of gender equality in students, develops theoretical foundation and awareness regarding gender equality with gender workshops, gives support to the planning of Bachelor's Degree, Master's Degree and Doctor's Degree curriculums pursuant to gender equality awareness, to the adding necessary courses into curriculums and to the preparation of the course materials (gender-sensitive language guide, information guide for sexual harassment) and contents.

**Objectives of the Gender Equality Policy:**

1. Providing university-wide gender equality, balance and diversity
2. Creating the Istanbul Gelisim University Gender Equality Action Plan
3. Eliminating the barrier before the improvement of working women
4. Creating university-wide consciousness and awareness of gender equality
5. Forming information data networks regarding gender equality

Indicators are created to monitor the degree of realization of these objectives. Realization percentages are determined and corrective and remedial measures are taken.

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