

Document No	RK.YD.19
Issue Date	10.10.2018
Date of Revision	-
Revision No	00
Number of Pages	04

Istanbul Gelişim University is a higher education institution that provides academic, applied science, art and sports education at associate, undergraduate and graduate levels. It is an institution aiming to follow the intellectual, scientific knowledge, aesthetic understanding and professional practices produced on a world scale, to teach its students to transfer and learn these experiences.

The basic policy of the University is to establish and maintain a quality-oriented, human-oriented education system recognizing opportunities, removing obstacles, libertarian, egalitarian, safe, effective, participatory, accountable, quality-oriented based on equality of opportunity

### **Basic Values**

Basic values on which the university's equality in opportunity policy is based are as follows:

- 1. Freedom:** The university bases the equality of opportunity on the norms of freedom and it is based on the right of individuals, students, academicians and stakeholders to produce science, learn science and benefit from science freely.
- 2. Equality:** The University bases the equality of opportunity on the norms of equality and it is based on the rights of individuals, students, academicians and stakeholders to produce science, learn science and benefit from science in an equality free from discrimination.
- 3. Security:** The University is based on protecting the exercise of the right to freedom and equality for learning in social, cultural, scientific and other complementary spaces.
- 4. Activity:** The university is based on the principle that equality in opportunity will ensure the effectiveness of learning.
- 5. Universality:** The University considers equality in opportunity as a universal right and duty.
- 6. Gender Inclusiveness:** To create areas where gender neutrality is ensured and each gender is equally present in the learning environment.
- 7. Compliance:** In the decisions and practices of the University regarding equality in opportunity are based on compliance with the rights and obligations stipulated in international and national legislation, in the processes followed, audits and evaluations.

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8. **Human Oriented:** The university takes the equality in opportunity not like a burden and duty, but a human right and responsibility.
9. **Race Based Equal Opportunity:** The University is based on the opposition to racial discrimination practices and the removal of barriers based on racial discrimination in the production and teaching of scientific knowledge.
10. **Gender-based Equal Opportunity:** The University is based on the opposition to gender-based discrimination practices and on the removal of barriers based on gender discrimination in the production and teaching of scientific knowledge.
11. **Language-Based Equal Opportunity:** The University is based on the opposition to language-based discrimination practices, the removal of barriers based on language discrimination in the production and teaching of scientific knowledge.
12. **Opinion-Based Equal Opportunity:** The university is based on the opposition to religious, philosophical, belief-based discrimination practices, and the removal of obstacles based on religious, philosophical and religious discrimination in the production and teaching of scientific knowledge.
13. **Status-based equal opportunity:** The university is based on the opposition to professional, class, status-based discrimination practices, and the removal of barriers based on professional, class, status-based discrimination in the production and teaching of scientific knowledge.
14. **Body-based equal opportunity:** The University is based on the opposition against all forms of discrimination, including neglect practices for individuals with physical disabilities, and not being disabled in the production and teaching of scientific knowledge.
15. **Supporting infrastructure:** University is based on the provision of infrastructure, staff and environment to provide classroom, workshop, laboratory, study area, library, course and application materials and technologies and equality in opportunity.
16. **Professional support:** The University is based on providing and increasing the equality in opportunity with academic, social, cultural, psychological counseling and guidance provided to students and employees.
17. **Participation:** The University is based on a system of equality in opportunity designed, conducted, evaluated and developed with the continuous participation of internal and external stakeholders.

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18. **Accountability:** The university is based on a system of equality in opportunity where transparency and information sharing are essential.

### **The Strategy of Equal Opportunity**

The cornerstones of the policy of equality in opportunity policy formed around these values are as follows:

The policies to remove barriers and equal opportunities in the university are updated regularly with regular and systematic feedback from internal and external stakeholders through review of best practice examples from world universities. The opinions of internal and external stakeholders meet regularly and the boards of academic and administrative units discuss, evaluate and make decisions and share their decisions in regular meetings.

All kinds of obstacles, both visible and invisible inside and outside the university, are eliminated by focusing on the proactive method and continuous improvement is pursued in the equality in opportunity.

International and European Union policies; The objectives and policies of the Turkish Higher Education system and other relevant legislation are closely and carefully monitored; their requirements are fulfilled. Administrative units, academic committees and the Rector's Office are responsible for the monitoring and compliance. The University's planning and management approach is supported by the cycle of Plan, Apply, Check, Take Measures in order to ensure continuous improvement in equality of opportunity.

Activities of equality in opportunity are realized by the supply of classrooms, workshops, laboratories, workspaces, libraries, lecture and application materials and technologies, provision of infrastructure, personnel and environment to ensure equality in opportunity; academic, social, cultural, psychological counseling and guidance provided to students and staff. Another objective of the women and disadvantaged learner support policy is to address the dimensions in which such an individual is cared for humanly and to maintain this awareness.

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**Objectives of the Policy of Equal Opportunity:**

1. To remove physical barriers
2. To remove psychological barriers
3. To remove sociological barriers
4. To provide a libertarian environment
5. To provide an equitable environment
6. To provide a safe environment

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

Prof. Dr. Burhan Aykac

Rector