



REPUBLIC OF TURKEY
ISTANBUL GELISIM UNIVERSITY RECTORATE
Human Rights, Rule of Law and Justice Policy

Istanbul Gelisim University aims to provide a fair educational and work environment that respects human rights and acknowledges the rule of law.

The University provides education in accordance with all national and international legal regulations on human rights and creates a work environment in line with this. All the administrative and academic works and processes are carried out within the framework of the relevant legal regulations, especially the constitution, and no decisions taken, no procedures applied, no processes performed are arbitrary.

It respects the differences of religion, language, race, sect, ethnicity, political thought and similar differences between the students and employees of the university and provides an equal and fair educational and work environment.

Basic Values

The basic values on which the university's Human Rights, Rule of Law and Justice policy is based are:

- 1. Human Rights:** The university values human beings because they are human beings and in this context, it ensures that the administrative, academic staff and students in the university work together in an environment that respects human rights and takes the necessary measures.
- 2. A fair educational environment:** The university provides an equal and fair educational environment to all students regardless of religion, language, race, sect or ethnic origin.
- 3. A fair work environment:** The university provides an equal and fair work environment to all academic and administrative staff regardless of religion, language, race, sect or ethnic.
- 4. Education and management in accordance with the legislation:** The university conducts all works and processes in education and administration within the framework of the relevant legislation, especially the constitution, and strongly opposes arbitrary decisions.

Strategy for Human Rights, Rule of Law and Justice Policy

The cornerstones of the strategy for Human Rights, Rule of Law and Justice Policy, which are shaped around these values, are as follows:

Necessary educational activities are carried out to raise awareness about human rights, the rule of law and justice. In these educational activities, the scope of the concepts of human rights, the rule of law and justice, why they are important and what problems may arise in violation of these phenomena, if there are people who have been harmed by the violation of

these cases, what should be done by them and what disciplinary and criminal sanctions will be imposed on the people who made these violations are explained.

Disciplinary proceedings initiated by the administration for violation of these principles are carried out in accordance with the relevant legislation, objectively, in accordance with the principle of confidentiality and promptly, and if the complainant needs to be protected, appropriate measures are taken.

The University's planning and management approach "Plan, Apply, Check, Take Precautions" is applied in order to continuously improve activities on human rights, the rule of law and justice. A Human Rights, Rule of Law and Justice Committee is established to coordinate, monitor, direct and encourage the University's activities in the field of human rights, the rule of law and justice. Human rights, privacy, ethical rules, interpersonal differences, local culture and values are respected fully and without any hesitation during the conduct of activities on human rights, the rule of law and justice. Sanctions in case of violation of ethical or legal rules are clearly declared.

Objectives of Human Rights, Rule of Law and Justice Policy:

1. To create a peaceful and safe educational and work environment that complies with human
2. To provide a fair educational environment.
3. To provide a fair work environment.
4. To act with an education and management approach in accordance with the legislation.
5. To take measures to prevent violations of human rights, rule of law and justice in education and administration.

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

Approval of the Rectorate