



REPUBLIC OF TURKEY
ISTANBUL GELISIM UNIVERSITY RECTORATE
Policy of Support to Women and Learners with Disadvantages

Istanbul Gelisim University is a higher education institution providing academic, applied science, art and sports education at associate, undergraduate and graduate levels. It is an organization aiming to follow the idea produced in the world scale, scientific knowledge, aesthetic understanding and professional practices produced on a global scale and to transfer and teach this knowledge equally to all its students.

As a place where universal knowledge is produced and disseminated, the university can survive to the extent that it benefits or reaches every member of society. The university can be a place where education and training are actualized, as long as it contains the society without separating it. The basic policy of the University is to establish and carry out an education system that takes steps towards the needs of disadvantaged individuals and acts with an equal and unifying understanding between races, languages, colors, religions, sects and genders.

Basic Values

Basic Values on which the University's Women and Disadvantaged Learner Support Policy is based are as follows:

1. **Right to Education:** The continuity and accessibility of the right to education, which is among the fundamental rights of every person.
2. **Quality Equality:** To be attentive to ensure that the education provided to the learners does not show differences between individuals in terms of race, gender, religion, language, color, sect, advantage and disadvantage.
3. **Opportunity Equality:** To keep the opportunities offered to the learner at the level that can be reached by everyone without discrimination.
4. **Needs Analysis:** To include the results of the needs analysis of individuals in training plans.
5. **Gender Inclusiveness:** To create areas where gender neutrality is ensured and each gender is equally present in the learning environment.
6. **Financial, Physical and Human Resources:** To make the distribution of financial, physical and human resources equally in the educational environment considering the needs of each individual.
7. **Professional Support:** To provide students with a support such as psychological counseling, where they can express themselves and are equally available to everyone.

8. **Ensuring Continuity:** To monitor the continuity of the participation of women and disadvantaged individuals who are educated in the university compared to the groups that are considered as advantageous in the society.

9. **Supporting Student Clubs:** To organize activities for disadvantaged individuals to convey the problems they faced with and the things they need, to provide the opportunity for students to open clubs and to create environments where they can express themselves.

10. **A Safe Education Environment:** To provide an education environment in which each individual can exist and feel safe when he or she is present.

11. **Awareness of Social Responsibility:** To be a university that acts with social responsibility awareness that ensures the interdependence of societies.

12. **Being Preferred:** To be a preferred university in which all sections of society receive equal education.

13. **Individual Differences:** To be respectful to differences for individuals with different characteristics to coexist.

Women and Disadvantaged Learner Support Policy Strategies

The cornerstones of the Strategy for Women and Disadvantaged Learner Support Policy, which are formed around these values, are as follows:

One of the fundamental rights of every individual regardless of gender is the right to receive education. Education is an important right that should be evaluated by considering the fact that they are individuals at the first row and keeping the things they have at the second row. The individual in the learning environment should feel assured that this right will not be interrupted. One of the main objectives of this policy is to know that their possessions, disadvantages or differences will not interfere with the individual's self-learning and to benefit from his/her right continuously.

If the student in the learning environment thinks that the education he/she receives differs between individuals or groups, the belief that he/she is deprived of his/her basic right will be settled and learning will become impossible. It is of utmost importance that educational institutions offer equal education to every individual and that they do not include any distinctions among individuals that would harm the community unity such as religion, language, race, color, sect, ethnic origin, gender. Besides, the learning environment should have a system for each individual to access information. Relativity to gender is another important issue in the planning of learning environments. The learning environment, which has been designed considering the needs of disadvantaged individuals, has become a place where the needs of each individual are met. While preparing the ground for individuals to realize their potential,

individual differences and needs should be taken into consideration and analyzes should be conducted accordingly. 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.

An educational institution, which is aware of individual differences, manages its system in this direction and proceeds by considering the results of needs analysis. The needs of individuals who are or feel disadvantaged can be met in financial, physical or human dimensions. It is important for the University to create an educational environment in which individuals feel that what they have does not prevent their existence. The disadvantaged individual will be fully involved in the education process by carrying out activities related to the differences of individuals with in-house activities or support units. The educational environment for this individual will be an egalitarian and it will also be safe place where no discrimination is made. Being a university with such a strong policy and being preferred in this direction is one of our important goals. Creating a learning environment in which individuals' differences do not prevent them should be the primary objective of the university, where knowledge is produced and disseminated.

Women and Disadvantaged Learner Support Policy:

1. To provide an equal learning environment for learners
2. To carry the university to the extent that every member of the society can receive education
3. To be a preferred university with an egalitarian mission
4. To be an educational institution where everyone can express themselves with their differences
5. To be a university where every individual can benefit equally and continuously from the right of education.

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