



REPUBLIC OF TURKEY
ISTANBUL GELISIM UNIVERSITY RECTORATE
Respect for Diversity Policy

Istanbul Gelisim University is a university which perceives diversity as richness, which respects and encourages, manages diversity applying and internalizing the inclusive policies and strategies that improves diversity in University life.

The university aims to be a community characterized by academic perfection, intellectual integrity and ethical applications. The university tackles clearly with the social, ethical and religious aspects of the problems arising in education, research and service. The university is guided with a fundamental concern regarding justice, equality and all peoples' honors in all its activities.

According to its mission and value system and with the related policies, procedures and applications, Istanbul Gelisim University encourages a culture respecting and caring about the cultural diversity among all the members of University community. Within the context of cultural multiplism, the university approaches sensitively to the needs of students and staff who do not speak Turkish as native language and within the legal and ethical limits, the university provides and supports the freedom of thoughts and opinions for others whilst respecting others' rights without the concerns of abiding by the cultural traditions, discrimination, harassment or bully. The university makes it possible that those who are residing in Turkey temporarily and/or those who are visitors in Turkey receive the same treatment with the Turkish citizens, subjected to the relevant legal provisions.

Basic values

Basic values upon which the Respect for Diversity Policy of the University is based are as follows:

1. **Reflects its own value system:** Respect for Diversity focuses on personal differences being evaluated and recognized in a sensitive and ethical way.
2. **Cares about the diversity of university community:** Treating each staff, potential staff, students, supervisors, members and suppliers fair and equally regardless of sex, age, sexual orientation, culture/ ethnicity, physical situation, language and religious belief.
3. **Promises access and equality:** Internalizes open communication policy with all the stakeholders and in this regard, approaches equally without considering any special ground.
4. **Behaving ethically:** Focuses on maintaining relations with persons within the frame of universal ethical values.

5. Emphasizes the basic values of respect for human, honor and freedom: Focuses on caring about diversity by taking precaution against inappropriate behaviors in workplace including discrimination, harassment, bully and victimization and by ensuring a safe work environment.

6. Appreciates the importance of intercultural information: Within the scope of university's universal multiplism principles, focuses on making decisions by providing representation before all its stakeholders.

7. Makes it possible for the community to reflect its diversity to all aspects of the University's employment and education: Focuses on encouraging a university culture managing the diversities and caring about diversity by developing and presenting job engineering assisting to fulfil the needs of another labor.

Strategy of Respect for Diversity

Cornerstones of Respect for Diversity Policy which are shaped around these values, are as follows:

Creating work areas oriented to this policy in order to provide a workplace and work environment where respect for diversity is expected.

Enabling to take measures in order to deal with an incident of deliberate disrespectfulness seen or reported and to prevent the repetition of such a case.

Considering all diversities that are related to the subject of discrimination as varieties and carrying out works raising awareness inside and outside the University about showing respect to all diversity.

Carrying out works raising awareness regarding the necessity of paying maximum attention to the matters of respect related to persons even within the superior-subordinate relationship in the works performed within the persons' occupational knowledge and experiences, also keeping track of such kind of situations.

Establishing a commission to ensure that people are not treated differently because of the situations such as status, physical appearance, sex, disability, ethnic or religious origin and to control such negative instances that may appear about this subject.

All internal and external stakeholders are responsible for training themselves about their own actions and appropriate behavior standards expected from them

Objectives of the Respect for Diversity Policy:

1. Knowing and supporting the multicultural structure of the University community and Turkish community

2. Providing a diverse, flexible and creative education and work environment helping various cultures be understood, encouraging and caring about diversities, internalizing and supporting diversities as richness
3. Enabling success participation, contribution of students and staff having diverse backgrounds to various education activities and to the events within the university.
4. Emphasizing the value of diversities and deepening the commitment for the cultural comprehensiveness
5. Training the students and the staff in a way to enable them to respond fairly and sensitively in any cultural context
6. Giving information regarding the determination about sensitivity and respect for diversities in different activities including the development and implementation of the policies leading the university activities.

Indications are created to follow the realization extent of these objectives. Realization rates are determined and corrective and amendatory precautions are taken within this framework.

Approval of the Rectorate