



**REPUBLIC OF TURKEY**  
**ISTANBUL GELISIM UNIVERSITY RECTORATE**  
**Additional Policies**

**EQUALITY POLICY**

The University does not accept the discriminatory policy set forth for any of the topics that constitute social discrimination clauses such as language, religion, race, color, sect, gender, nationality, ethnic origin, geographical region, belief/disbelief, disability. In this context, it provides paid and unpaid services both before the students and in line with the principle of lifelong learning, for providing equal opportunities for other individuals in the society with the duty of serving to the society and for the personal development of all individuals. While providing these services, it takes advantage of technology to eliminate time and space constraints and aims to reach all segments of the society.

**Renovation and Sustainable Resources Policy**

In order to contribute positively to both the city and the society, the University sets the principle of being sensitive to the efficient use of resources. In this respect, it shows sensitivity in terms of efficient and sustainable use of the resources it holds in addition to carrying out the renovation works within the structures where the campuses are located in accordance with the original. In this context, in addition to its own stakeholders, it also engages in initiatives to raise social awareness as well as producing projects to evoke society with social responsibility awareness.

**The Policy for Carbon Emission and Nature Conservation**

The University determines the principle of raising awareness and providing transformation within the society in order to protect nature and ensure sustainability of the environment. The University, which acts with the aim of obtaining its own energy needs through the initiatives for renewable energy sources, supports projects that will raise awareness and contribute to society at this point.

**Modern Anti-Slavery and Fair Business Policy**

The University has an equal approach for all academic and administrative staff, regardless of title, level of education and income level. It takes and implements measures to prevent the exploitation of the labor or the attitudes that prevent them from seeking their rights by benefiting from the material or moral needs of the employees.

### **Subcontractor Policy**

The university follows the wage and social rights policies implemented by the suppliers who are subcontractors of the university for their employees. It introduces protective conditions for the labor of the employees in the tendering processes and follows up the implementation of these. It imposes barriers to the participation of companies that do not comply with these rules.

### **Policy for The Opposition to Wage Discrimination**

The University does not allow any difference in language, religion, race, ethnicity, origin, denomination, gender, belief/disbelief, geographic region or the like to have a negative impact on labor and wage policy. In this respect, it acts in accordance with the performance criteria and success criteria which are determined equally in terms of determining wage and wage increase.

### **Policy of External Stakeholder Relations**

The University expects all stakeholders to adopt sustainability practices, ethical approaches and business processes policies that prioritize the individual. At this point, the awareness of the stakeholders is paid attention to the positive support and awareness raising issues. It regularly exchanges opinions openly and mutually with all its stakeholders.

### **Policy Against Corruption, Crime and Bribery**

The University considers the priority to act for the benefit of society in terms of service and responsibility towards society. In this respect, it acknowledges that the duty of being a free and impartial eye for the public and private sector's business processes is naturally recognized by the society. In this context, it conducts research and explains opinions on all issues that will directly affect the society on the basis of original, objective and scientific principles and basis. In order to ensure transparency and fairness in all processes, particularly in the areas of corruption, crime and bribery, it interacts with all segments of the society to educate them, to raise awareness and to produce new approaches.

### **Academic Freedom Policy**

The University is an area where the original and impartial thoughts and knowledge are expressed and discussed in an unimpeded manner. In this respect, it respects the right of all members of the University who produce ideas and science to work and express ideas freely and autonomously. At this point, it regularly applies to the employees' thoughts in order to attain the ideal level and support independent science and improves itself with the principle of continuous improvement.

**Approval of the Rectorate**