



**REPUBLIC OF TURKEY**  
**ISTANBUL GELISIM UNIVERSITY RECTORATE**  
**Policy Against Sexual Harassment and Mobbing**

Istanbul Gelisim University is committed to take all the necessary measures and precautions to ensure that the students, academic and administrative staff and all the people and employees within the organization work in a peaceful environment.

The university opposes mobbing, which is defined as both sexual harassment and psychological violence, with high sensitivity. In this context, firstly, it aims to take measures to prevent incidents such as sexual harassment and mobbing and to carry out all the necessary activities to raise awareness. In case of an incident of sexual harassment or mobbing, victims are provided with procedural, psychological and legal support, and they are directed to appropriate resources if the relevant support is not within the university's facilities.

Persons exposed to these actions are encouraged by the University to apply for all administrative and legal remedies. While making the relevant directions or conducting administrative and legal processes, care is taken to ensure the confidentiality of the identities of the victims and complainants.

**Basic Values**

The basic values on which the university's policy against sexual harassment and mobbing 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. **Awareness Raising:** The university conducts necessary educational activities to raise awareness of sexual harassment and mobbing practices.
3. **The principle of confidentiality:** The university ensures that all processes related to allegations of sexual harassment and mobbing are carried out in a manner that protects the confidentiality of the applicants and complaints.
4. **Encouraging Disclosure:** People who are exposed to sexual harassment or mobbing are encouraged to contact someone they trust. They are informed of all support mechanisms, rights of the complainant, remedies and actions to be taken against these actions.
5. **Providing support:** In case of an incident of sexual harassment or mobbing, the University provides procedural, psychological, legal support to the victims.

**Strategy for Policy Against Sexual Harassment and Mobbing**

The cornerstones of the strategy for policy against sexual harassment and mobbing, which are shaped around these values, are as follows:

Necessary educational activities are conducted to raise awareness about sexual harassment and mobbing practices. In these educational activities, the scope of sexual harassment and mobbing, what the effects of sexual harassment and mobbing are on the victims, what should be done by the people who are exposed to these actions and what disciplinary and criminal sanctions will be applied about the people who perform these actions are explained. Disciplinary proceedings initiated by the administration for sexual harassment and mobbing 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 anti-mobbing and anti-sexual harassment activities.

A Committee for the Prevention and Support of Sexual Harassment and Mobbing is established to coordinate, monitor, direct and encourage the university's activities in relation to sexual harassment and mobbing.

People who are exposed to sexual harassment or mobbing are encouraged to contact someone they trust. They are informed of all support mechanisms, rights of the complainant, remedies and actions to be taken against these actions.

Human rights, privacy, ethical rules, interpersonal differences, local culture and values are respected fully and without any hesitation during the conduct of anti-mobbing and anti-sexual harassment activities. Sanctions in case of violation of ethical or legal rules are clearly declared.

### **Objectives of Policy Against Sexual Harassment and Mobbing**

1. To create a peaceful and safe educational and work environment that complies with human rights.
2. To take necessary measures to prevent sexual harassment and mobbing.
3. To raise awareness about sexual harassment and mobbing and to inform people.
4. To provide support to people exposed to sexual harassment and mobbing.
5. To impose sanctions on persons applying sexual harassment and mobbing. 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**