

ALTINBAŞ UNIVERSITY DIRECTIVE ON GENDER EQUALITY

Purpose

Article 1- Altınbaş University hereby declares and undertakes to abide and ensure that all its members abide by the principle of gender equality; in line with this purpose, hold courses, seminars, conferences and informative meetings on gender equality in campus; organize various events and activities to raise awareness on gender equality among the university administrators, faculty, staff and students; fulfil priorities to create a safe campus environment; and take every measure to prevent any forms of sexual violence and exploitation, including sexual assault and sexual harassment.

Legal Basis

Article 2- Prepared exclusively with the purpose of setting forth an approach promoting gender equality at Altınbaş University, this document has thus been drawn up on the basis of CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women), ratified by Turkey in 1985; Istanbul Convention (the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence), ratified by Turkey in 2011, and Article 10 of the Constitution of the Republic of Turkey as well as other relevant articles, regulations and the General Assembly decision of May 28th, 2018 by the Turkish Council of Higher Education.

Definitions

Article 3- As used in this Directive, the following terms shall have the meanings specified below;

- a) **University:** Altınbaş University,
- b) **President:** President of Altınbaş University,
- c) **Senate:** Altınbaş University Senate,
- d) **Committee:** Altınbaş University Gender Equality Committee,
- e) **University Units:** Graduate schools, undergraduate schools, vocational schools, research and application centres, administrative units, social, culture and sports centres at Altınbaş University.

Concepts

f) **Gender:** It the state of being male or female in relation to the social and cultural roles that are considered appropriate for men and women.

g) **Gender Equality:** Gender equality is the state of equal access to resources and opportunities regardless of gender, including economic participation and decision-making; and the state of valuing different behaviors, aspirations and needs equally, regardless of gender.

Article 5- Scope

This Directive applies to all members of the University consisting of academic and administrative staff as well as students that are in relation with each other for work and academic purposes in all campuses and offices of the University.

Article 6- Structure of Gender Equality Committee

The Gender Equality Committee consists of five members. As a rule, three of these members shall be chosen by the President from among faculty members who are engaged in gender research, and the other two members shall be chosen by the President again from among

administrative employees. At the first meeting, the Committee shall choose a Chair from among its members and set forth its rules of procedure.

Article 7- Roles and Responsibilities of Gender Equality Committee

- 1) The Committee shall work towards ensuring that the principle of gender equality becomes a life style in campus by putting the fundamental goals and measures set forth herein into practice.
- 2) The Committee shall establish information networks in order to raise awareness on gender equality among students, staff and faculty members.
- 3) The Committee shall give priority to exchange of information and investment in best practices to foster diversity and gender equality on campus.
- 4) The Committee shall take all the necessary steps to ensure the principle of gender equality is embraced by all members of the University as an institutional priority, and to help increase the number of female academics.
- 5) The Committee shall seek and use support and resources to help ensure an even distribution of men and women academics in the University.
- 6) The Committee shall ensure qualitative and quantitative indicators of gender equality in academia are generated and electronically archived.

Article 8- Aims and Objectives

- 1) Raise awareness on gender equality by ensuring that the “Gender Equality” course is, under the titled of “gender equality” or under a different title, is included as a required or an elective course in curriculum depending on the relevant academic board’s decision; hold conferences, seminars or meetings and related informative activities to promote gender equality.
- 2) Provide faculty, students and staff with information on sexual harassment and sexual assault in order to ensure a safe campus environment. Make sure sexual assault help centres are fully functional in campus, and fulfil other requirements, such as campus-wide lighting and campus transportation, to maintain campus security.
- 3) Promote activities and trainings for gender equality and women's empowerment; encourage University administrators, students, faculty and staff to take part such events.
- 4) Keep up to date with all the latest news, activities and research on gender equality.
- 5) Encourage the establishment of research and application centres or similar units on gender equality so as to work in cooperation with such them to achieve the abovementioned aims and objectives. Take the necessary action to enhance the functionality of the existing gender equality research centres.
- 6) Organize trainings, seminars and informative meetings on gender quality.
- 7) Take the necessary action to offer on-campus child care centres and lactation accommodations.
- 8) Post gender equality-related articles, news and announcements on university website in order to raise public awareness on gender equality.
- 9) Seek funding to ensure the prospective Research and Application Centre for Gender Equality and similar units are provided with improved work spaces.
- 10) Abide by the principles of Gender Equality in decision-making as well as administrative and academic promotion processes.
- 11) Develop and promote gender equality in postgraduate research.
- 12) Provide on-campus training programs on gender equality to faculty, students and staff. Ensure active participation in these trainings that are designed to raise awareness on gender equality using visual and other supporting materials.

- 13) Encourage university members to create gender equality and women empowerment-related projects.
- 14) Encourage faculty, staff and students to publish brochures, booklets, or pamphlets, or make videos on gender equality.
- 15) Hold gender-related informative meetings and workshops to increase knowledge and awareness on gender equality among university directors and administrators.

Article 9 - Measures

- 1) Under no circumstances tolerate sexual harassment and sexual assault. Ensure sexual violence-related subjects are included in booklets, brochures or pamphlets exclusively published to raise awareness on gender equality, and included as well as in courses to be offered by the University.
- 2) Hold informative meetings to raise awareness on sexual harassment and sexual assault, especially among preparatory and first-year students.
- 3) The abovementioned meetings shall provide students with the following information: the definition of sexual harassment and sexual assault; reasonable steps to prevent sexual harassment, what to do when experiencing sexual harassment, and how to avoid engaging in sexual harassment.
- 4) Prepare and publish sexual harassment/assault brochures, posters, booklets, pamphlets etc. as well as shoot videos or documentaries.
- 5) Establish easily accessible and effective complaint mechanisms responsible for conducting investigations into sexual misconduct or harassment alleged to have happened in campus. Ensure that these complaint mechanisms operate in accordance with the principles of urgency, trust, confidentiality, justice and accuracy.
- 6) During a sexual harassment investigation, avoid engaging in any behaviour or starting procedures that may cause the victim to suffer unjust treatment; try to persuade the alleged victim not to seek mediation.
- 7) Open investigation into university officials who allegedly try to cover up sexual misconduct, or allegedly try to impede, obstruct, or influence the proper administration of sexual harassment/misconduct investigation.
- 8) Offer counselling, legal and medical assistance to sexual harassment or sexual assault victims. In case that a student becomes a victim of sexual assault or sexual abuse, the University shall offer the student financial aid and accommodation depending on the circumstances.
- 9) Take all necessary measures, such as relocation, change of advisor, change of instructor, to protect sexual assault or sexual abuse victims from retaliation and/or mobbing.
- 10) Modify the campus environment for women's safety.
- 11) Counsel academic and administrative staff against engaging hierarchical romance (between faculty member and student or between research assistant and student) even if their relationship is based on mutual consent.

Effective Date

Article 10- This Directive shall become effective as of the date it was approved by the Senate's Decision of February 16th, 2016.

Execution

Article 11- The provisions of this Directive shall be executed by the President of Altınbaş University.

Legal Bases of this Directive			
Relevant Board/Committee	Date of Decision	Decision No.	Decision Article
University Senate	16/02/2016	2016/02	Decision 3/c
Board of Trustees			
Legal Bases for Amendments/Corrections Made to this Directive			
Relevant Board/Committee	Date of Decision	Decision No.	Decision Article
University Senate			
Board of Trustees			