

**ISTINYE UNIVERSITY
CONGREGATION**

DATE OF CONGREGATION	TIME OF CONGREGATION	SESSION NO
16/12/2020	10.30	15

APPROVING AUTHORITY	Board of trustees
DATE OF APPROVAL	03.12.2020
DECISION NUMBER	2020/75

**ISTINYE UNIVERSITY
GENDER EQUALITY DIRECTIVE**

**FIRST PART
Purpose, Scope, Basis and Definitions**

Purpose

ARTICLE 1 - (1) With this Directive, it is stated that all components of Istinye University will act in a sensitive way to gender equality; In this direction, lectures, seminars, conferences and informative meetings will be held at Istinye University; It is guaranteed that this issue will be generally accepted. It is also undertaken that activities and arrangements will be made to bring the understanding of gender equality to administrators, administrative and academic staff and students. It is committed to fulfill the priorities for the creation of a safe living environment and to take precautions to prevent any kind of harassment and violence, including sexual harassment and sexual assault, in any way.

ARTICLE 2 - (1) This Directive, which aims to put forward an understanding sensitive to gender equality within the body of Istinye University, the CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women) signed in 1985, the Istanbul Convention (Concerning the Prevention of Violence against Women and Domestic Violence and Combating Against Women) Council of Europe Convention) and other relevant articles of the Constitution, especially the 10th article, the relevant legislation and the General Assembly decision of the Council of Higher Education dated 28/05/2015.

Definitions

ARTICLE 3 - (1) In this Directive;

- a) Commission: refers to Istinye University Gender Equality Commission,
- b) Rector: Istinye University Rector,
- c) Senate: Istinye University Senate,
- d) Gender Equality: Based on biological gender discrimination, women, men, different sexual discrimination treat equally to any individual of orientation or gender identities; not to subordinate it in working life and social sphere, not to marginalize it, and to respect its biological and social integrity,
- e) Gender: A sexization that is taught to women and men throughout social relations based on biological gender discrimination and determined by social attitudes that can change over time, in the same culture and between cultures the form,
- f) University units: refers to the institutes, faculties, colleges, research and application centers, administrative units, Student Center, Student Clubs,
- g) University : refers to Istinye University.

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Scope

ARTICLE 4 - (1) This Directive covers the components of all academic and administrative staff and students who coexist in all campuses, administrative units and educational environments of the University due to business, education and training relations.

SECOND PART

Commission formation, activities and goals

Composition of the gender equality commission

ARTICLE 5 - (1) Toplumsal Cinsiyet Eşitliği Komisyonu beş üyeden oluşur. Üç üye, kural olarak konuyla ilgili akademik çalışmaları bulunan öğretim üyeleri arasından, iki üye idari birimlerde görevli personel arasından Rektör tarafından atanır. Komisyon ilk toplantısında kendi aralarından bir başkan seçer ve çalışma esaslarını belirler.

Duties of the gender equality commission

ARTICLE 6 - (1) The Commission works to transform gender equality into a way of life at the University by implementing the activities and measures within the scope of this Directive.
(2) It informs and establishes information networks in order to raise awareness and sensitivity against all kinds of gender inequalities at the University and makes positive discrimination when necessary.
(3) It gives priority to sharing knowledge and increasing positive sample practices in order to create and maintain an institutional climate that will support gender equality and diversity.
(4) Plans and monitors actions and practices to bring the gender equality perspective as a managerial priority in various units and institutions of the University and to strengthen the presence of women academics.
(5) Identifies and mobilizes institutional resources and supports that emphasize balancing the distribution between male and female academicians in various faculties and units at the University.
(6) It ensures that quantitative and qualitative academic indicators related to gender equality are produced and archived electronically at the University.

Activities and goals

ARTICLE 7 - (1) The subjects aimed to be reached by this Directive are as follows:

- "Gender Equality" course is included in the program in the form of compulsory or compulsory elective courses in line with the decision of the authorized boards with the same or a different name, or to raise awareness on these issues by providing informative studies on conference, seminar, meetings and events.
- To provide information on sexual harassment and sexual assault, to fulfill the accessible application places and other requirements (lighting, transportation, etc.) in order to ensure safe life in the campuses.
- To encourage administrators, academic and administrative staff and students to receive training on gender equality.
- To work on monitoring gender equality.
- To encourage the necessary studies for the establishment of the Social Gender Equality Research and Application Center and similar units that will work in cooperation to fulfill these objectives and to carry out studies to strengthen the relevant functionalities of the existing units.

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- f) To organize training activities and informative meetings.
- g) To work on allocating nurseries and breastfeeding rooms.
- h) Including announcements on gender equality on the University website to improve awareness of gender equality
- i) Providing resources to improve the spatial conditions of the Social Gender Equality Research and Application Center and similar units to be established at the University.
- j) Observing gender equality in appointments to decision-making mechanisms.
- k) To encourage postgraduate studies related to gender.
- l) Including gender equality training in in-service training programs and ensuring that these trainings are carried out together with other methods based on active participation, visual studies and awareness raising.
- m) To encourage the preparation of projects regarding gender equality.
- n) Encouraging academic staff and students to prepare and publish brochures, posters, films on gender equality.
- o) To raise awareness of gender equality by conducting information meetings or workshops regarding managers.

Studies to be done

ARTICLE 8 - (1) It is clearly stated in every relevant environment and regulation that sexual harassment and sexual assault will not be tolerated in any way. It is ensured that subjects related to sexual harassment and sexual assault are included in the books prepared on gender equality and in the courses to be opened.

- (2) Information meetings are held to raise awareness about sexual harassment and sexual assault, and especially to the preparatory and first year students, information is provided in this direction.
- (3) In the informative work, information is provided on the definition of sexual harassment and sexual assault, what to do when faced with sexual harassment and sexual assault, and how it is possible to act in a way that does not lead to sexual harassment and sexual assault.
- (4) Informational posters, brochures, handbooks, films, etc. about sexual harassment and sexual assault is prepared.
- (5) Easily accessible complaint mechanisms are set up to carry out the necessary investigation against allegations of sexual harassment and sexual assault. It is ensured that these complaint mechanisms work in accordance with the principles of urgency, trust, confidentiality, justice and care.
- (6) It's ensured that procedures that will cause the victim to be victimized for the second time are not taken and no mediation is made in investigations regarding sexual harassment and sexual assault,
- (7) An investigation is conducted against those concerned who cover up the allegations of sexual harassment and sexual assault, prevent the opening of an investigation or do not conduct an adequate investigation.
- (8) Legal, psychological and medical support is provided to those who have been subjected to sexual harassment and sexual assault. If the student who has been subjected to sexual harassment and sexual assault, it is tried to provide financial support and to meet the housing need, depending on the nature of the situation.
- (9) Necessary measures (such as relocation, changing the counselor, changing lecturers) are taken to protect those who have been subjected to sexual harassment and sexual assault from retaliation and / or mobbing.
- (10) Care is taken to create a safe environment for women against sexual harassment and sexual assault.

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(11)Academic and administrative staff are notified that associations between people with hierarchical relationships (such as faculty member-student, research assistant-student) are not approved, even if they are based on consent.

THIRD PART

FINAL PROVISIONS

Force

ARTICLE 9 - (1) This Directive enters into force on the date it is approved by the Istinye University Board of Trustees.

Enforcement

ARTICLE 10 - (1) This Directive is executed by the Rector of Istinye University.