



SEXUAL HARASSMENT AND MOBBING PREVENTION POLICY

Istanbul Beykent University aims to protect all stakeholders and prevent negative behaviors related to sexual harassment and mobbing through awareness-raising activities. The policy is built upon the following core values:

Core Values

The core values on which the university's Sexual Harassment and Mobbing Prevention Policy is based are as follows:

- 1. Human Rights:** Respecting and protecting the universal human rights of all university stakeholders.
- 2. Definitions and Rules:** Clearly defining all behaviors within the scope of sexual harassment and mobbing.
- 3. Confidentiality:** Committing to ensuring the confidentiality and security of processes in combating sexual harassment and mobbing.
- 4. Reporting Mechanisms:** Establishing mechanisms to confidentially track, report, and address complaints related to sexual harassment and mobbing.
- 5. Investigation and Expression Processes:** Conducting investigations into sexual harassment and mobbing with seriousness and respect for human dignity. Information gathered during investigations is used solely for the process, respecting the rights of those involved.
- 6. Sanctions:** Implementing fair and deterrent sanctions against individuals involved in sexual harassment and mobbing.
- 7. Social Responsibility:** Strongly opposing behaviors of sexual harassment and mobbing that contradict societal values, in line with the university's principle of social responsibility.

Strategies of the Sexual Harassment and Mobbing Prevention Policy

The fundamental elements of the Strategy of the Sexual Harassment and Mobbing Prevention Policy which shaped around these values are:

1. Providing awareness education on the prevention of sexual harassment and mobbing to all university stakeholders.
2. Establishing procedures for combating sexual harassment and mobbing, along with predetermined mechanisms for processes related to occurring incidents.
3. Clearly defining rules and penalties regarding sexual harassment and mobbing.
4. Executing the anti-sexual harassment and mobbing process based on the principle of confidentiality.

Objectives of the Sexual Harassment and Mobbing Prevention Policy

1. Preventing sexual harassment and mobbing to create a safe environment for all stakeholders.
2. Promptly and effectively intervening in violations.
3. Providing support programs for those subjected to sexual harassment and mobbing.
4. Applying deterrent penalties to individuals found guilty after an investigation.

Assessments are conducted to monitor the realization of these objectives, and corrective and continuous improvement measures are taken when necessary.