



## DIVERSITY AND INCLUSION POLICY

Istanbul Beykent University's Diversity and Inclusion Policy aims to create a fair, equal, understanding, safe, creative, and synergistic environment and culture for all stakeholders, regardless of race, color, gender, age, nationality, religion, gender identity or expression, marital status, citizenship, disability, or other legally protected statuses, to unleash their potentials.

### Core Values

The core values on which the university's Diversity and Inclusion Policy is based are as follows:

- 1. Trust:** Represents establishing a work environment where all stakeholders can express their unique identities and feel safe doing so.
- 2. Equal Opportunities:** Represents adopting a fair approach to every individual in terms of education, employment, promotion, and other opportunities.
- 3. Diversity and Representation:** Represents promoting the representation of individuals from diverse cultures, ethnic groups, genders, and disability statuses.
- 4. Combating Discrimination:** Effective policies are developed to prevent and eliminate discrimination. Mechanisms are established to assess complaints and generate fair solutions.
- 5. Education and Awareness:** Represents activities designed to increase awareness of diversity and inclusion, bringing all stakeholders together on a common ground.
- 6. Disability-Friendly Campus:** Focuses on developing an infrastructure that ensures the full participation of individuals with disabilities on campus. Creating environments compliant with accessibility standards supports the comfortable movement of disabled individuals on campus.
- 7. Gender Equality:** Policies are developed to promote gender equality and encourage women to rise to leadership positions. Various measures are taken to prevent gender-based discrimination.

## **Strategies of the Diversity and Inclusion Policy**

The fundamental elements of the Diversity and Inclusion Policy strategy shaped around these values are:

1. Promoting behavioral standards aligned with the Diversity and Inclusion culture throughout the institution.
2. Conducting informative and supportive activities on various levels to create a work environment where biases are absent, and differences are valued.
3. Developing systems to identify and prevent behaviors contrary to the Diversity and Inclusion culture.

## **Objectives of the Diversity and Inclusion Policy**

1. Creating an inclusive work and learning environment where differences are valued.
2. Increasing motivation and a sense of belonging among employees.
3. Ensuring fair learning and working environments for all internal stakeholders within the principles of equal opportunities and participation.
4. Ensuring fair representation within the institution based on ethnic background, gender, and other diversity factors.
5. Prioritizing the development of effective policies to prevent and eliminate discrimination.
6. Developing a disability-friendly infrastructure for the full participation of disabled individuals on campus and ensuring compliance with accessibility standards.
7. Prioritizing the support of gender equality and creating awareness and policies to prevent gender-based discrimination.
8. Creating a positive impact on society and serving as an example.

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