



## GENDER EQUALITY POLICY

Istanbul Beykent University's Gender Equality Policy is dedicated to a strong commitment to the principle of gender equality, aiming to provide fair and equal opportunities to all internal stakeholders, prevent gender-based discrimination, and increase awareness of gender equality.

### Core Values

The core values on which the University's Gender Equality Policy is based are as follows:

- 1. Gender Equality:** Promoting the principle of gender equality and preventing gender-based discrimination.
- 2. Awareness:** Increasing awareness of gender equality and fostering awareness within the university.
- 3. Fair Opportunities:** Adopting a zero-tolerance policy towards gender discrimination, representing the realization of the full potential of each individual.
- 4. Education and Stakeholder Participation:** The university organizes open events for all stakeholders to increase awareness of gender equality and enhance societal awareness.

## **Strategies of the Gender Equality Policy**

The fundamental elements of the Gender Equality Policy strategy shaped around these values are:

1. Organizing awareness-raising events to prevent gender-based violence.
2. Establishing recruitment and promotion policies that reflect fairness and gender equality principles.
3. Increasing women's access to education, reducing gender inequality in education, and providing equal opportunities for disadvantaged students.
4. Implementing support programs to ensure equal opportunities for disadvantaged students.
5. Supporting research and projects related to gender equality.
6. Encouraging academic studies in the field of gender equality.

## **Objectives of the Gender Equality Policy**

1. Providing equal education and career opportunities for all students.
2. Creating awareness among all stakeholders through events specifically addressing gender equality.
3. Promoting the widespread adoption of a zero-tolerance policy against gender-based discrimination within the university.
4. Sustaining recruitment and promotion policies that support gender equality.
5. Organizing training and awareness programs for students, faculty, and administrative staff to combat violence.
6. Encouraging research related to gender equality.
7. Promoting collaborative research activities among students and faculty in the field of gender equality.

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