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GENDER EQUALITY POLICY

INTRODUCTION

The concept of gender refers to the meanings and expectations society imposes on being a woman or a man, and it can vary over time, across cultures, and social environment. The patterns learned during the socialization process regarding gender roles can negatively affect the lives of both women and men. However, studies conducted in the context of gender emphasize that persistent gender patterns in societies particularly negatively affect women and deepen discrimination against women in various dimensions. The European Union (EU) has clearly defined the following points with the concept adopted by the European Union (EU) for Gender Equality for Strategic Participation 2016-2019: Equal economic independence for women and men; equal pay for equal work of equal value; equality in decision-making; and ending dignity, honesty, and gender-based violence. Gender equality is an understanding based on the principle of being human, not gender differences, in terms of having rights and effectively exercising those rights.

In recent years, gender equality studies have emerged as a highly emphasized area worldwide. The fundamental point here is the recognition of the crucial importance of gender equality in the sustainable economic and social development of countries and the acceptance of gender equality as a fundamental issue in all areas.

According to the letter of interest from the Scientific and Technological Research Council of Turkey (TÜBİTAK) and as of 28/10/2021, under the new rules of the program in which our country officially participated as an associated member covering the years 2021-2027 within the Horizon Europe Program, it was informed that all higher education institutions and research centers of public institutions in our country need to prepare institutional "Gender Equality Plans" (GEP) with specific characteristics in order to apply and receive funding for calls closed as of January 1, 2022.

The Anadolu University Gender Equality Policy Document and Action Plan aims to identify the disadvantaged positions of women in society, identify sexist approaches, and aim to solve these problems. This objective is expressed in Article 10 of our Constitution as follows: "Everyone is equal before the law without distinction as to language, race, color, sex, political thought, philosophical belief, religion, sect, or similar reasons. The second paragraph of Article 10 of the Constitution explicitly imposes positive obligations on the state regarding gender equality by stating that women and men have equal rights, that the state is obliged to implement this equality, and that measures taken for this purpose cannot be considered contrary to the principle of equality (Additional paragraph: 7/5/2004-5170/1 md.)."



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OBJECTIVE

The aim of this action plan is to determine the basic principles of Anadolu University's equal opportunities and rights for all individuals with a participatory and transparent governance approach and to commit to creating an equal work, research, and learning environment by taking necessary measures against all forms of inequality and violence arising from gender discrimination.

SCOPE

The provisions in this policy document cover all University components. This policy document includes actions related to all forms of behavior and violence within the University that involve gender discrimination and sexist approaches and affect the academic and working life of the University. The University implements remedial and regulatory actions by making necessary plans to increase awareness for all units. The Anadolu University Gender Equality Commission is responsible for the decision-making processes of the activities defined in the Policy Document and Action Plan, and the coordination responsibility for the implementation of the decisions lies with the Anadolu University Women and Family Studies Implementation and Research Center.

LEGAL BASIS

Prepared in accordance with the Anadolu University Gender Commission Regulation, which entered into force with the decision of our University Senate dated October 4, 2022, this action plan is based on the Universal Declaration of Human Rights and all international agreements signed by the Republic of Turkey, especially in terms of the principle of equality, the right to education, and the right to work, including the Constitution of the Republic of Turkey, particularly Articles 5 and 10, and Law No. 2547 on Higher Education dated 4/11/1981. In addition to these, planning was made in accordance with the principles of the Ljubljana Declaration (Ljubljana Declaration Gender Equality in Research and Innovation) prepared by the European Commission and informed by the Council of Higher Education and TÜBİTAK for participation in the Horizon Europe Program. This study will contribute to the areas specified within the scope of the United Nations Sustainable Development Goals, especially focusing on Goals 4 Quality Education, 5 Gender Equality, and 11 Sustainable Cities and Communities.



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BASIC OBJECTIVES OF GENDER EQUALITY INSTITUTION STRATEGY

It is the responsibility of our University to create equal opportunities for all academic and administrative personnel throughout their careers. Our fundamental strategy is to develop and implement an effective policy that excludes gender discrimination in all areas of activity covered by the University, including its employees and students, and to foster gender equality in academic positions at all levels while promoting the managerial leadership of women scientists and balancing gender-based biases in science and research areas. The strategic basic objectives identified and the central actions planned in line with these objectives are as follows:

Primary Goal 1: Developing mechanisms that enable inclusive, sustainable, and mutually learning-based institutional change within the University, increasing awareness of gender equality within the institution, and supporting institutional culture and managerial processes.

Primary Goal 2: Enhancing employment and career opportunities in education, teaching, and research.

Primary Goal 3: Strengthening practices in education, teaching, and research.

Primary Goal 4: Developing institutional capacity to prevent gender-based violence and harassment, and conducting awareness/information campaigns.

Primary Goal 5: Creating synergy and collaboration with national and international research networks and public-university-industry institutions on gender equality initiatives.

Primary Goal 6: Monitoring and evaluating gender equality initiatives within the university.



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ACTION PLAN

Primary Goal	Action	Planning Period					Responsible Unit	Collaborating Units	Performance Indicator
		2024	2025	2026	2027	2028			
1	1.1. Creating a website where works can be announced and accessed	X					Computer Research and Application Center (BAUM)	Anadolu University Women and Family Studies Implementation and Research Center (AKAUM)	Website
1	1.2. Development of a web-based information system for collecting, monitoring, and analyzing data	X					BAUM	AKAUM	Information System
1	1.3. Ensuring the language and visual content control of the university's existing policy documents and other written/printed/visual materials, and forming a team for this purpose	X	X	X	X	X	Anadolu University Women and Family Studies Implementation and Research Center (AKAUM)	- Corporate Communications Coordination Office - Open Education System - Faculty of Communication Sciences - Legislation Commission	- Anadolu University Gender Equality Content Control Team - Number of written/printed/visual materials and policy documents subjected to content control
1	1.4. Preparation of criteria for ensuring language and visual integrity in written and printed materials, and sharing them with relevant units	X					AKAUM	- Corporate Communications Coordination Office - Open Education System - Faculty of Communication Sciences - Anadolu University Gender Equality Content Control Team	- Set of criteria to ensure gender equality in language and visual integrity in written and printed materials
1	1.5. Examination of personnel rights (parental rights and leaves, etc.) and evaluation in the context of gender equality	X					Human Resources Office	- Office of General Council - AKAUM	- Anadolu University employment rights assessment report
1	1.6. Conducting visual and auditory awareness campaigns on gender equality at the University	X	X	X	X	X	Corporate Communications Coordination Office	- AKAUM - Radio A - Faculty of Communication Sciences - Faculty of Fine Arts	- Awareness materials
1	1.7. Producing content aimed at creating awareness of gender equality in student activities and initiatives	X	X	X	X	X	AKAUM	- Deaneries and Offices - Student Clubs Coordination Office - Registrar's Office	- Online and face-to-face interactive activities

2	2.1. Making maximum effort in all units and subunits of the university to balance the representation ratio of women and men in all decision-making bodies	X	X	X	X	X	Office of General Secretariat	- AKAUM - Department of Human Resources	- Gender representation assessment report in the university's decision-making mechanisms
2	2.2. Reviewing processes in employment procedures to ensure that discrimination based on gender equality is not practiced	X					Human Resources Office	- Office of General Counsel - AKAUM	- Anadolu University employment process assessment report
3	3.1. Opening a social gender equality course approved by the Higher Education Council (YÖK) as a joint-coded course	X	X				Registrar's Office	- Relevant Units	- Joint coded course
3	3.2. Planning and ensuring the sustainability of courses covering gender equality in all programs	X	X	X	X	X	Registrar's Office	- AKAUM - Relevant Units	- Number of courses opened - Number of students enrolled in the courses
3	3.3. Integrating research on gender equality into the university's overall research agenda, and promoting an increase in postgraduate research and projects	X	X	X	X	X	Institute of Graduate Studies	- Scientific Research Projects (BAP) Coordination Unit - Research and Development (R&D) and Innovation Coordination Unit (ARINKOM) - Relevant Units	- Number of projects covering gender equality
3	3.4. Planning the training of trainers who can provide education on gender equality (certificate programs, certification, exams, purple certificate, etc.)	X	X	X	X	X	AKAUM	- Continuous Education Practice and Research Center - Open Education System - Faculty of Education - Relevant Units	- Curriculum for Gender Equality Trainer Training - Number of individuals trained
3	3.5. Creating educational content via AKADEMA to increase mass awareness on gender equality	X	X				Massive Open Online Courses (AKADEMA) Coordination Office	- AKAUM - Relevant Units	- AKADEMA Massive Open Online Course platform
3	3.6. Paying attention to gender equality in the selection of members for committees and commissions	X	X	X	X	X	Rectorate	- All Units	- Reports showing the representation status in committees and commissions
3	3.7. Creating content within the scope of the Children's University program	X	X	X	X	X	Center for Child Education Practice and Research	- AKAUM - Relevant Units	- Number of programs opened within the scope of the Children's University
4	4.1. Organizing training sessions to increase awareness about gender-based harassment and violence, and defining processes for granting permission/sanctions for the participation of	X	X	X	X	X	AKAUM	- Violence Prevention and Monitoring Center (ŞÖNİM) - Provincial Police Department - Relevant Units	- Number of staff and students (men and women) trained



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	administrative and academic staff in these trainings								
4	4.2. Establishing a Commission to Combat Sexual Harassment and Assault (CCSHA) and seeking mentorship for CCSHA initiatives	X	X				AKAUM	- Rectorate - Relevant Units - Office of General Counsel	- CCSHA Commission
5	5.1. Strengthening collaboration and joint initiatives with central and local authorities, public institutions, other university departments, Provincial Social Services Directorate, ŞÖNİM (Violence Prevention and Monitoring Centers), NGOs, and other relevant organizations.	X	X	X	X	X	AKAUM	- All Units	- Number of meetings and committee participations - Number of collaboration protocols established
5	5.2. Identifying common working points with relevant units of the university, and integrating their goals and objectives						AKAUM	- Quality Coordination Office - BAP Coordination Unit - ARİNKOM - Ethics Committee - Social Contribution Coordination Office - Mobbing Committee - Relevant Units	- Coordination activities report
6	6.1. Assessing the current status of gender equality at the university	X		X		X	AKAUM	- Human Resources Office - Registrar's Office - Computer Research and Application Center (BAUM) - ARİNKOM - BAP Coordination Unit - Institute of Graduate Studies - Relevant Units	- Evaluation Report
6	6.2. Creating an inventory of human resources involved in gender equality efforts (publications, theses, presentations, projects, etc.)	X					Vice Rectorate for Research Affairs	- Human Resources Office - Data Analytics and Artificial Intelligence Research Unit - BAUM - BAP Coordination Unit - ARİNKOM	- Inventory of Anadolu University Gender Equality Studies
6	6.3. Drafting the action plan for the next period					X	Gender Equality Commission	- Relevant Units	- Action Plan