

THE TED UNIVERSITY PRACTICE AND RESEARCH CENTER FOR GENDER STUDIES POLICY DOCUMENT

The TED University Practice and Research Center for Gender Studies carries out essential academic, administrative, theoretical, and practical activities to foster a university environment that embraces gender equality as a core principle and is deeply attuned to this issue.

The Center considers the *Universal Declaration of Human Rights*, the *United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)*, and Law No. 6284 on the Protection of Family and the Prevention of Violence Against Women as its foundational basis.

It opposes all forms of discrimination based on gender, class, sexual orientation, religion, language, race, nationality, ethnicity, disability, and age. In its assumptions and practices, the Center works to promote the realization of human rights for all, to respect, protect, and realize human rights. It upholds equality, respect for human dignity, and a life free from violence as universal and local norms, and strives towards this goal. In its works, the Center adopts the principle of not being exclusive, but always being inclusive and comprehensive.

The Center is committed to implementing all necessary measures to ensure that every member of the university, especially women, and LGBTIQ+ students and staff, can access education and employment opportunities equally. The Center strives to foster an environment free from discrimination, where individuals feel supported and confident that assistance will be available if they face any instances of discrimination.

To prevent sexual harassment and assault on campus, the Center collaborates with the TED University administration and the Commission for the Prevention of Sexual Harassment and Assault. The objective is to implement effective measures that prevent these incidents, ensure a thorough investigation and appropriate sanctions for cases of harassment or assault, and promptly direct individuals affected by such actions to legal, psychological, social, and medical support resources.

The Center aims to uphold the principle of gender equality in every university unit and throughout their decision-making processes. Under the framework of the TED University Gender Equality Plan (GEP), the Center supports the necessary improvements and

regulations to establish and strengthen a gender equality perspective within the university's institutional and administrative structure.

The Center supports the necessary activities to maintain TED University as a campus that prioritizes gender equality and ensures a safe environment for everyone. To achieve this, it takes steps to provide and improve opportunities within the university buildings and dormitories that can ensure the safety and facilitate the lives of every member of the university, especially women, and LGBTQ+ students and staff (such as implementing sensor systems to keep buildings well-lit in the evenings, providing safe transportation to dormitories, and creating inclusive restrooms and changing rooms.)

The Center conducts national and international research on gender issues and forms cooperations with various organizations to support relevant studies. It employs an interdisciplinary approach in its research activities. Additionally, it promotes the development of courses designed to enhance students' knowledge and understanding of gender and gender equality issues across different departments. It also advocates for the integration of a gender perspective into existing courses. The Center is committed to making "gender equality courses mandatory within the university curriculum," in accordance with the Higher Education Council's Gender Equality Policy Document.

The Center organizes activities that keep gender equality on the university's agenda. To achieve this, it hosts national and international conferences, seminars, panels, workshops, and training sessions aimed at raising awareness and sensitivity about gender and gender equality issues among students as well as academic and administrative staff. In conducting these activities, the Center prioritizes building connections within the academic community and between the academy and society. Therefore, participation from outside the university is kept open and encouraged through announcements via various channels.

The Center conducts both quantitative and qualitative research to assess the sensitivity levels of university students and staff regarding gender and gender equality issues. It employs a dynamic working approach that begins with identifying the needs within the university and then planning activities that address those needs.

It upholds the principle of equality in participation in its activities and keeps its doors open to all university members.

In every partnership formed, it bases its work on the above-mentioned principles.