GENDER EQUALITY ACTION PLAN

Dokuz Eylül University is a well-established higher education institution founded on 20 July 1982 under Decree-Law No. 41 on the Organisation of Higher Education Institutions. It provides educational services to 55418 students, with approximately 2,900 academic staff and 2,700 administrative staff.

The University has adopted increasing the economic, cultural and social prosperity of society through education and scientific research as its mission. It acts with the vision of being a leading university in education and science, shaping the future in entrepreneurship and innovation, and conducts its educational activities on the basis of the core values of "justice, rationality, scientific thinking, entrepreneurship, cooperation, national commitment, innovation, agility, sustainability and integrity."

Article 10 of the Constitution of the Republic of Türkiye stipulates that everyone is equal before the law without distinction based on language, race, colour, sex, political opinion, philosophical belief, religion or sect. (Additional paragraph: 7/5/2004 – Article 1 of Law No. 5170.) The State is responsible for ensuring that equality between women and men is put into practice. (Additional sentence: 7/5/2010 – Article 1 of Law No. 5982.) Measures adopted for the purpose of ensuring this equality shall not be interpreted as contrary to the principle of equality.

The European Convention on Human Rights (ECHR) safeguards everyone's right to life and right not to be subjected to torture or inhuman or degrading treatment. The Convention adopts the principle of non-discrimination and places an obligation on States to prevent all human rights violations, including violence against women and children.

Türkiye became a party to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1985. The Convention requires States Parties to ensure that women enjoy equal rights with men in the political, economic, social, cultural and civil spheres. Violence against women is recognised as a form of discrimination against women, and the need for States to take preventive, punitive and protective measures against such violence is emphasised.

The Council of Higher Education (YÖK) published a Position Paper on Gender Equality in Higher Education in 2015.

The development of women's rights in Türkiye has progressed in parallel with the country's modernisation process. The Law on the Unification of Education adopted in 1924 and the 1924 Constitution opened the way for female and male students to receive education together at all levels. The adoption of the Civil Code in 1926, which abolished polygamy, recognised women and men as equal individuals in family law, and strengthened women's status in inheritance and divorce law, constituted some of the first legal steps towards advancing women's rights. Women's political rights were acquired gradually: women were granted the right to vote and stand for election in municipal elections in 1930, in local headman elections in 1933,

1973485561 - 1973485561 - 1973485

and in parliamentary elections in 1934. Through these steps, Türkiye recognised women's right to vote and stand for election earlier than many Western countries and became one of the pioneering countries in increasing women's visibility in political life. These developments also attracted international attention and served as an example for many countries.

The egalitarian approach of the Republic was maintained through the 1961 and 1982 Constitutions, and subsequent efforts sought to strengthen it. A constitutional amendment in 2004 introduced provisions strengthening equality between women and men within the family. The Turkish Penal Code of 2004 introduced important regulations concerning the protection of women's rights and the prevention of discrimination and violence against women. The 2010 constitutional amendment further strengthened constitutional safeguards concerning the implementation of equality between women and men, with the aim of improving women's position in society. In the context of higher education and science policies, YÖK's 2015 Position Paper on Gender Equality and the support provided by TÜBİTAK to women researchers stand out as measures aimed at strengthening women's presence in academic and public life. The gains relating to women's rights established through Atatürk's reforms demonstrate that the Republic's ideal of modernisation and equality has become institutionalised over time and continues to develop with the support of contemporary policies.

The Gender Equality Plan (GEP) is a strategic plan prepared to promote gender equality in higher education institutions and research organisations. For applications to European Union (EU) programmes, particularly programmes such as Horizon Europe, the preparation and implementation of a GEP meeting gender-equality criteria is required. These plans aim to promote gender equality at institutional level and increase diversity and inclusion in academic and scientific research.

Furthermore, the University's Quality Coordination Office has obtained the Human Resources Strategy for Researchers (HRS4R) award, and this encourages the implementation of a more advanced gender-equality policy within the framework of the EU Human Resources Strategy and the European Research Area. In line with the HRS4R award, the existence of a GEP strengthens the University's commitment to sustainability in the field of gender equality and provides researchers with an equal and supportive environment.

Dokuz Eylül University's Gender Equality Plan was prepared by a commission established with contributions from all units of the University. It covers students, administrative and academic staff, teaching and learning processes, and institutional practices.

Purpose and Importance of the Gender Equality Plan

The GEP is a document containing strategies and action plans designed to achieve defined objectives in the field of gender equality. In addition to supporting success in EU projects, the GEP is an important step towards sustaining the HRS4R award and creating a fairer, more inclusive and safer academic environment. In particular, it aims to prevent the loss of women's talent and to support the career development of both women and men researchers. Dokuz Eylül University aims to provide safe living spaces for everyone, ensure equality of opportunity, create a fair working environment free from discrimination, and enable unhindered academic progression. The principles of equality and diversity support the development and advancement of science. Accordingly, the University aims to ensure equal access to knowledge, improve communication within the University, treat everyone equally, establish an early-intervention system for potential problems, take necessary measures in response to problems identified through surveys, remove barriers to researchers' careers, and ensure

1973485619734856197348561

balanced gender representation in decision-making processes. Equality policies are intended to contribute to a more peaceful, safe, prosperous and productive working environment. The principal basis for the activities carried out under the Plan is the principle of equality set out in Article 10 of the Constitution of the Republic of Türkiye.

Objectives of the Gender Equality Plan

For societies to develop in a healthy and sustainable manner, it is important for women and men to assume complementary and mutually supportive roles both in family life and in career development. In this context, it is important for universities to define objectives for supporting equality of opportunity between women and men among both staff and students, establish strategic objectives, plan actions to achieve them, and ultimately identify performance indicators demonstrating that the objectives have been achieved.

The fundamental objectives of the Gender Equality Plan are:

1. Increase Awareness of Gender Equality: Increase awareness of gender equality among students, academic staff and administrative staff.

2. Ensure Equal Representation and Career Progression: Support equality of opportunity between women and men, particularly by ensuring fair practices in career development and promotion processes.

3. Prevent Discrimination: Develop the necessary policies and measures to prevent gender-based discrimination.

4. Provide a Safe Working Environment: Develop awareness-raising activities and protective and intervention mechanisms to prevent sexual harassment, violence and discrimination.

5. Strengthen a Gender Perspective in Research and Education: Encourage consideration of gender perspectives in research activities and educational content in order to enhance scientific quality and diversity.

6. Promote Equal Opportunities in Universities and Research Centres: Support equal access for all individuals to resources, opportunities and decision-making processes in universities and research centres.

As Dokuz Eylül University, we have established strategic objectives under the following six main objectives in order to strengthen gender equality:

1. Promote and support an inclusive, equitable and fair organisational culture and working environment that provides equality of opportunity for individuals;

2. Ensure women's representation in management and leadership positions, improve women's representation in different fields such as Science, Technology, Engineering and Mathematics (STEM), and make improvements to ensure equality of opportunity;

3. Develop human-resources policies based on the principle of equal opportunity and support the recruitment, development and retention of a qualified workforce;

4. Support flexible working practices that enable staff to balance work and private-life responsibilities while taking parenting and caring responsibilities into account, and take the necessary measures to prevent gender-based discrimination;

5. Conduct public-awareness activities on equality of opportunity, raise awareness and develop skills;

1973485561 - 1973485561 - 1973485

6. Conduct awareness-raising activities to prevent sexual harassment, gender-based violence and all forms of discrimination; provide information on application and support mechanisms; and organise training activities.

Benefits of a Gender Equality Plan for Universities

• Access to EU Funding: A GEP is one of the key requirements for applications to many EU research and innovation programmes, particularly Horizon Europe. Its existence therefore increases universities' capacity to benefit from international funding sources.

• Increased Academic Diversity and Scientific Quality: Promoting gender equality brings different perspectives and experiences together in research and education, thereby strengthening academic diversity and scientific productivity.

• Strengthened Institutional Reputation: The existence of equality, inclusion and diversity policies enhances a university's reputation and visibility nationally and internationally.

• Continuity of the HRS4R Award: Implementing gender-equality policies at institutional level strengthens compliance with the principles and standards adopted under the Human Resources Strategy for Researchers (HRS4R), contributing to the sustainability of the award.

Establishing a Gender Equality Plan at our University is not only an important requirement in applications for EU projects; it is also a critical step, in line with the HRS4R Award, towards supporting researchers' career development and working conditions and ensuring gender equality. Through this Plan, the University will be able to demonstrate sustainable development both internally and internationally by aligning with international standards in areas such as increasing diversity in research and education, supporting career development and creating a safe working environment.

As part of the preparation of Dokuz Eylül University's Gender Equality Action Plan, a working group was first established, including representatives of academic and administrative staff. The group began the necessary preparations for the Gender Equality Plan. A comprehensive study and review of gender distribution across the University was conducted. Based on the data obtained, the University's strengths and areas for improvement in relation to gender equality were identified, and areas requiring the development of policies and practices were determined.

Short-, medium- and long-term objectives were established, particularly to strengthen areas requiring improvement. Action plans for GEPs were developed in accordance with needs and expectations in each region and institution. Accordingly, the action plan prepared at Dokuz Eylül University was developed in cooperation with the Rector, Vice-Rectors, academic staff and administrative staff. The aim was thus to create an actionable and sustainable structure that addresses institutional needs.

Dokuz Eylül University's Gender Equality Action Plan (Gender Equality Plan – GEP) was prepared on the basis of the recommendations contained in the "Horizon Europe Guidance on Gender Equality Plans (GEP)" published by the European Commission's Directorate-General for Research and Innovation. The content headings of the Plan were developed with consideration of the priority areas identified in the guidance as areas to be addressed through concrete measures and measurable objectives.

In line with its strategic objectives in the field of gender equality, Dokuz Eylül University has prepared its Action Plan under the following five main headings:

1973485611 - 1973485611 - 1973485611

DOKUZ EYLÜL UNIVERSITY

GENDER EQUALITY ACTION PLAN

1. Leadership and Decision-Making
2. Recruitment and Career Progression
3. Work–Life Balance and Organisational Culture
4. Research and Teaching Content
5. Measures against Gender-Based Violence and Sexual Harassment

To ensure effective implementation of the Action Plans, responsible teams and managers have been identified for each action area. Systematic data-collection, monitoring and reporting mechanisms have been established to monitor, evaluate and sustain the impact of the Action Plans throughout the academic year. Conferences, panels, in-service training programmes, workshops and seminars have been organised for students, academic staff and administrative staff in order to increase awareness of gender equality across the University. These activities aim to strengthen institutional awareness and sensitivity regarding gender equality.

1. LEADERSHIP AND DECISION-MAKING

Dokuz Eylül University is a pioneering institution that values women's views in decision-making mechanisms. Balanced representation of women and men can be observed in senior management positions, deanships, governing boards, the Senate, heads of departments, directors of vocational schools and directors of research centres. At Dokuz Eylül University, a research-oriented university, the number of women managers serving as directors of various research centres is higher than the number of male managers in some units. In addition, the participation rate of female students in student societies operating within the University is quite high, and in many societies the number of female members exceeds the number of male members. The University adopts an approach that takes gender equality into account in decision-making processes and supports women's active participation in management and representation mechanisms.

STRENGTHS
The gender distribution of heads of University units is balanced.
The gender distribution of deans is equal.
The gender distribution of research-centre directors is higher in favour of women.
The gender distribution in student societies is higher in favour of women.
AREAS FOR IMPROVEMENT
The gender distribution among managers in administrative units (heads of departments, faculty secretaries, vocational-school secretaries, branch managers and supervisors) is higher in favour of men.

Proposed Action Plan A1: Provide Leadership-Focused Training

Coordinating Unit: Relevant Vice-Rectorate

19734856 - 19734856 - 19734856

Relevant Units:

Short-term objectives (less than 1 year)	Medium-term objectives (1–2 years)	Long-term objectives (3–5 years)
Increasing defined and institutionalised support mechanisms (training, mentoring programmes, etc.) aimed at developing the leadership skills of female academic and administrative staff.		

Proposed Action Plan A2: Balance the Gender Distribution of Management Staff in Decision-Making Mechanisms

Coordinating Unit: Relevant Vice-Rectorate

Relevant Units:

Short-term objectives (less than 1 year)	Medium-term objectives (1–2 years)	Long-term objectives (3–5 years)
	Ensuring balanced gender representation on scientific and governing boards. Ensure balanced gender representation among heads of departments.	Ensuring balanced gender representation among members of the University Senate. Ensure balanced gender representation among administrative managers (heads of departments, faculty secretaries, vocational-school secretaries, branch managers and supervisors).

19734856 - 19734856 - 19734856

2. RECRUITMENT AND CAREER PROGRESSION

The Personnel Department of Dokuz Eylül University is responsible, under Article 29 of Decree-Law No. 124 on the Administrative Organisation of Higher Education Institutions, for carrying out work relating to the University's workforce planning and personnel policy; making proposals concerning the development of the personnel system; conducting procedures concerning the appointment, personnel records and retirement of University staff; organising and implementing pre-service and in-service training programmes for administrative staff; and performing similar duties. In addition to the Personnel Department, the Department of Administrative and Financial Affairs, the Department of Health, Culture and Sports, the Sports Department and the Human Resources Unit of the Chief Physician's Office of the University Hospital also take part in these processes. In carrying out their duties, these units take relevant legislation as their basis, particularly the Civil Servants Law No. 657, the Higher Education Law No. 2547 and the Labour Law No. 4857, and conduct personnel and other administrative procedures effectively and transparently within the applicable legal framework. No gender-based discrimination is made in the recruitment of academic and administrative staff at the University; recruitment processes are conducted in accordance with the principles of equality, merit, impartiality and equal opportunity. Within its people-centred management approach, Dokuz Eylül University treats all candidates equally regardless of language, religion, race, sect, sex or similar differences; gender is not considered a determining factor in recruitment and placement processes.

STRENGTHS
Gender discrimination is not observed in administrative or academic job advertisements.
The gender distribution of academic staff serving at the University is higher in favour of women.
No gender discrimination is observed in the recruitment process for academic or administrative staff.
The gender distribution of Turkish students at undergraduate level is balanced.
The gender distribution of Turkish students at postgraduate level is higher in favour of women.
The gender distribution of international students at postgraduate level is balanced.
The gender distribution of academic staff working in faculties, vocational schools and conservatoires is higher in favour of women.
The gender distribution in the process of promotion from associate professor to professor is higher in favour of women.
AREAS FOR IMPROVEMENT
The gender distribution of international students studying at undergraduate level is higher in favour of men.

Proposed Action Plan A1: Make Management Decisions Focused on Recruitment and Career Progression

Coordinating Unit: Relevant Vice-Rectorate

19734856 - 19734856 - 19734856

Relevant Units:

Short-term objectives (less than 1 year)	Medium-term objectives (1–2 years)	Long-term objectives (3–5 years)
Seeking to balance gender representation on all academic recruitment and promotion committees.	Developing gender-sensitive promotion guidelines to ensure gender balance. Taking gender-sensitive promotion rules into consideration and put them into practice.	

Proposed Action Plan A2: Provide Recruitment and Career-Progression-Focused Training

Coordinating Unit: Relevant Vice-Rectorate

Relevant Units:

Short-term objectives (less than 1 year)	Medium-term objectives (1–2 years)	Long-term objectives (3–5 years)
Providing training on bias to recruitment committee members. Cooperating between the Gender Equality Office and the HRS4R Action Plan Task Force.	Carrying out promotional and information activities to attract female candidates in fields where women are significantly under-represented. Establishing institutional monitoring and evaluation mechanisms within this framework.	Plannig a faculty-development programme specifically designed for female academics (mentoring, coaching, workshops, seminars, etc.).

3. WORK–LIFE BALANCE AND ORGANISATIONAL CULTURE

Dokuz Eylül University values enabling academic and administrative staff to feel valued in their working environment, develop a sense of belonging to the institution and come to work willingly. Accordingly, it undertakes activities aimed at establishing a healthy work–life balance in order to improve staff well-being.

1973485 61 - 1973485 61 - 1973485 61

An amendment has been made concerning maternity leave under Article 104(A) of the Civil Servants Law No. 657, entitled "Excused Leave". Under the amendment, "female civil servants are granted a total of twenty-four weeks of maternity leave, eight weeks before childbirth and sixteen weeks after childbirth. In the case of multiple pregnancy, two additional weeks are added to the eight-week period of maternity leave before childbirth. However, a female civil servant who certifies by a medical report that her health is suitable for work up to eight weeks before the expected date of childbirth may, upon request, work at her institution until two weeks before childbirth. In this case, the period actually worked before childbirth on the basis of this report is added to the maternity leave period after childbirth. Where childbirth occurs prematurely, the unused part of the pre-natal maternity leave is added to the post-natal maternity leave. Where childbirth occurs before the date on which pre-natal maternity leave should begin, the period between the date of childbirth and the date on which maternity leave should have begun is added to post-natal maternity leave. If the mother dies during childbirth or while using maternity leave after childbirth, the father, if he is a civil servant, is granted leave for the period prescribed for the mother upon his request. Civil servants who adopt a child under the age of three together with their spouse or individually, and, where a non-civil-servant spouse adopts a child individually, the civil-servant spouse, are granted eight weeks of leave from the date the child is handed over to them. This leave also applies where the child is physically handed over before an adoption decision is made. A civil servant who becomes a foster parent to one or more children together with their spouse or individually is granted ten days of leave, upon request, from the date the child is placed with the foster family." In addition, under Article 74 of Labour Law No. 4857, female employees have rights concerning working periods during maternity, paid and unpaid leave, and breastfeeding leave. These provisions constitute important steps towards strengthening the balance between employees' family and working lives.

Working as an academic involves long working hours and substantial workloads. Alongside this workload, employees are also required to fulfil responsibilities in their private lives. In particular, the amount of time female employees devote to their professional and domestic lives increases disproportionately. When women undertake most domestic responsibilities while continuing their professional lives, maintaining both becomes considerably more difficult. Women's sense of achievement, careers and performance are affected by the workload they experience. Therefore, creating supportive and inclusive working environments is of great importance so that women and men can have equal opportunities in working life and develop their careers sustainably. Dokuz Eylül University has assessed its current situation in relation to work–life balance and gender equality, identified its strengths and areas for improvement, and prepared an action plan for implementation in these areas.

STRENGTHS
Free transport is provided at the central campus.
Lunch facilities are available on campus for academic staff, administrative staff and students.
Sports centres are available on campus for academic staff, administrative staff and students.
Health services are available on campus for academic staff, administrative staff and students.
Postal services are available on campus for academic staff, administrative staff and students.
Shops/market facilities are available on campus for academic staff, administrative staff and students.
Maternity and paternity leave is provided to academic and administrative staff as prescribed by law.

Elderly and sick-care services are available for relatives of academic and administrative staff.
AREAS FOR IMPROVEMENT
There are no nursery/childcare facilities for the children of University staff.
There is no guesthouse accommodation for visitors to the University.
There are no pharmacy services on campus for academic staff, administrative staff and students.
Flexible working hours are not implemented for employees.
There are no banking services on campus for academic staff, administrative staff and students.

Proposed Action Plan A1: Activities to Increase Staff Satisfaction

Coordinating Unit: Relevant Vice-Rectorate

Relevant Units:

Short-term objectives (less than 1 year)	**Medium-term objectives (1–2 years)**	**Long-term objectives (3–5 years)**
Preparing activities for women's special days (e.g. Mother's Day).		Ensuring an equal distribution of administrative duties.

Proposed Action Plan A2: Service-Oriented Activities

Coordinating Unit: Relevant Vice-Rectorate

Relevant Units:

Short-term objectives (less than 1 year)	**Medium-term objectives (1–2 years)**	**Long-term objectives (3–5 years)**
	Establishing breastfeeding facilities serving all campuses. Providing accommodation for guests. Opennig a nursery/childcare centre.	Opennig bank branches on campus for staff and students.

Proposed Action Plan A3: Arrangements Concerning Working Time

Coordinating Unit: Relevant Vice-Rectorate

Relevant Units:

19734856 - 19734856 - 19734856

Short-term objectives (less than 1 year)	Medium-term objectives (1–2 years)	Long-term objectives (3–5 years)
	Appointing gender-equality ambassadors to all units and hold meetings at regular intervals. Promoting a family-friendly work–life balance and raising awareness of how working hours can be used more effectively in order to increase productivity.	

Proposed Action Plan A4: Organisational-Culture-Focused Training

Coordinating Unit: Relevant Vice-Rectorate

Relevant Units:

Short-term objectives (less than 1 year)	Medium-term objectives (1–2 years)	Long-term objectives (3–5 years)
	Appointing gender-equality ambassadors to all units. Holding meetings at regular intervals.	

4. RESEARCH AND TEACHING CONTENT

At Dokuz Eylül University, a Scientific Research Projects (BAP) Coordination Unit has been established to support scientific research projects and provide financial and administrative support to increase the research capacity of academic staff. Through the BAP Coordination Unit, academic staff receive financial and administrative support for carrying out research projects, thereby encouraging the sustainability of research activities. In addition, an R&D Directorate was established to coordinate DEU's research, development and innovation activities at strategic level. Coordinated by senior management, the R&D Directorate conducts activities aimed at developing the research ecosystem. Dokuz Eylül University Technology Transfer Office (DETTO) was established to commercialise research outputs, manage intellectual property rights and coordinate university–industry cooperation. Processes relating to patent, utility-model and industrial-design applications are managed by DETTO from disclosure of the invention through to registration. DETTO also supports researchers through project-writing assistance, access to funding sources, information and training activities. Dokuz Eylül University Technopark (DEPARK) provides entrepreneurship training,

1973485 61 - 1973485 61 - 1973485 61

incubation and acceleration programmes for academics, students and graduates. Services relating to research and development activities are recorded by the Institutional Data Management Coordination Office. It ensures that the University's research, project and academic-performance data are managed in a standardised, secure and integrated manner. It coordinates the integration and reporting of data obtained from systems such as AVESIS, BAPSIS and DAPSIS and supports data-based decision-making infrastructure for Research University indicators, YÖK/YÖKAK monitoring processes and rankings.

Training aimed at developing the research competences of researchers and students is organised within the Science and Technology Application and Research Centre (TEAM) and AKADEMİ-DE. In addition, the Dokuz Eylül University Women's and Family Studies Application and Research Centre (DEKAUM) aims to raise awareness in the fields of human rights and women's rights, support the strengthening of women's position in society, and produce scientific knowledge in this field. The Centre conducts research, investigations, project work and training activities on all matters relating to women's rights and women's issues at national and international level. Through the Distance Education Application and Research Centre (DEUZEM), research, project-development and support training activities can be carried out online. Interdisciplinary cooperation and joint activities are undertaken among application and research centres and all relevant units at Dokuz Eylül University. The research and project activities of academic staff are strengthened through both internal University resources and support from national and international external stakeholders. No gender-based discrimination is applied in the allocation of project support or funding sources; evaluations are based on scientific quality, project outputs, research capacity and relevant criteria.

Dokuz Eylül University has a Department of Women's Studies. There is a master's programme in Women's Studies and a doctoral programme in Women's and Family Studies, and numerous master's and doctoral theses on women are also available.

STRENGTHS
Courses relating to gender are available in undergraduate and postgraduate curricula.
Interdisciplinary postgraduate programmes in Gender and Women's Studies are available.
E-library services can be used to access academic information.
Gender distribution is balanced among students receiving free meals provided by the University.
The gender distribution in the student satisfaction survey is higher in favour of women.
AREAS FOR IMPROVEMENT
At undergraduate level, female students have a higher number of days of absence than male students.

Proposed Action Plan A1: Provide Research-Focused Training

Coordinating Unit: Relevant Vice-Rectorate

Relevant Units:

Short-term objectives	**Medium-term objectives**	**Long-term objectives**

19734856 1 - 19734856 1 - 19734856

(less than 1 year)	(1–2 years)	(3–5 years)
Providing researchers with training in gender-sensitive research techniques and gender equality.	Providing guidance and consultancy services to increase the visibility and recognition of female researchers' research.	

Proposed Action Plan A2: Planning for Research Teams

Coordinating Unit: Relevant Vice-Rectorate

Relevant Units:

Short-term objectives (less than 1 year)	Medium-term objectives (1–2 years)	Long-term objectives (3–5 years)
	Balancing gender representation in research teams and laboratory use.	

Proposed Action Plan A3: Activities to Sustain the Research Culture

Coordinating Unit: Relevant Vice-Rectorate

Relevant Units:

Short-term objectives (less than 1 year)	Medium-term objectives (1–2 years)	Long-term objectives (3–5 years)
	Providing mentoring services to create shared platforms for women scientists.	Producing short films or videos sharing the behind-the-scenes life stories of women scientists.

5. MEASURES AGAINST GENDER-BASED VIOLENCE AND SEXUAL HARASSMENT

Dokuz Eylül University regards the prevention of gender-based violence, sexual harassment and discrimination as one of its fundamental institutional responsibilities. The University conducts awareness-raising, preventive and supportive activities in order to create a safe, inclusive and respectful educational and

19734856 - 19734856 - 19734856

working environment. In this context, the Dokuz Eylül University Women's and Family Studies Application and Research Centre (DEKAUM) operates with the aim of conducting scientific research and educational activities in the fields of human rights, women's rights and gender equality, raising public awareness, and developing cooperation with relevant national and international institutions. DEKAUM organises seminars, panels, workshops and training programmes aimed at preventing gender-based violence, sexual harassment, abuse and discrimination, with the aim of increasing students' and employees' awareness of these issues. Dokuz Eylül University aims to create a safe campus environment for students and employees across all its campuses. In the event of such incidents within the institution, investigation and/or disciplinary and criminal proceedings are initiated, taking into account the circumstances of the specific incident and applicable legislation. Depending on the nature of the incident, cooperation is established with the competent law-enforcement authorities and relevant public institutions, with priority given to protecting victims' rights. The University places importance on facilitating access to reporting mechanisms for individuals who experience or witness such incidents, maintaining confidentiality, and, where necessary, referring them to psychological counselling and guidance services. Accordingly, the University continues its work to increase institutional awareness of and strengthen protective and preventive mechanisms against gender-based violence and sexual harassment.

STRENGTHS
Training sessions, panels and symposia on violence, harassment and abuse are organised.
There is an Equal Opportunity and Violence Prevention Policy Document.
AREAS FOR IMPROVEMENT
There is no Directive on Combating Sexual Violence and Harassment.

Proposed Action Plan A1: Provide Sexual-Harassment- and Violence-Focused Training

Coordinating Unit: Relevant Vice-Rectorate

Relevant Units:

Short-term objectives (less than 1 year)	**Medium-term objectives (1–2 years)**	**Long-term objectives (3–5 years)**
Providing institution-wide training on first response for individuals who have experienced sexual harassment or violence.	Providing online sexual-harassment awareness training. Providing training to professional groups who will have direct contact with people on the prevention of sexual harassment and violence, and develop awareness of	

19734856 - 19734856 - 19734856

	violence and harassment prevention.	

Proposed Action Plan A2: Establish a Management Mechanism Focused on Sexual Harassment and Violence

Coordinating Unit: Relevant Vice-Rectorate

Relevant Units:

Short-term objectives (less than 1 year)	**Medium-term objectives (1–2 years)**	**Long-term objectives (3–5 years)**
	Establishing a support mechanism consisting of relevant administrative units for hearing sexual-harassment complaints. Providing a safe university environment in relation to sexual harassment and communicate this to students. Developping regulations on the prevention of sexual harassment.	

ABBREVIATIONS

Abbreviation	**English equivalent**
EU	European Union
ECHR	European Convention on Human Rights
AKADEMİ-DE	Dokuz Eylül University Academic and Personal Development Support Application and Research Centre

19734856 - 19734856 - 19734856

R&D	Research and Development
AVESIS	Academic Data Management System
BAP	Scientific Research Projects Coordination Unit
BAPSIS	Scientific Research Projects Coordination Unit
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
DAPSIS	Externally Funded Project Process System
DEKAUM	Dokuz Eylül University Women's and Family Studies Application and Research Centre
DEPARK	Dokuz Eylül University Technopark
DEU	Dokuz Eylül University
DEUZEM	Dokuz Eylül University Distance Education Application and Research Centre
DETTO	Dokuz Eylül University Technology Transfer Office
GEP	Gender Equality Plan
HRS4R	Human Resources Strategy for Researchers
art.	article
TEAM	Science and Technology Application and Research Centre
T.R.	Republic of Türkiye
YÖK	Council of Higher Education
YÖKAK	Council of Higher Education Quality Board

DOKUZ EYLÜL UNIVERSITY GEP WORKING COMMISSION

Prof. Dr. Bülent ÇAVAŞ

Prof. Dr. Nebiye KONUK

Assoc. Prof. Dr. Aykut ÇALIŞKAN

Assoc. Prof. Dr. Behiye KAZANCI

Lecturer Dr Meral DOĞRU

Gülüzar İjlal KOLCUBAŞI

1973485 61 - 1973485 61 - 1973485 61

DOKUZ EYLÜL UNIVERSITY

GENDER EQUALITY ACTION PLAN

Lecturer Büşra AYKUT

19734856 - 19734856 - 19734856