

## **Fenerbahçe University Gender Equality Plan**

Fenerbahçe University Gender Equality Plan has been adopted by Fenerbahçe University top level administration. Fenerbahçe University aims to be a leading institution in the development of gender equality policies. In this context, with the Gender Equality Plan, it is aimed to provide academic support, to increase scientific studies and practices, to ensure cooperation between academic units, establish communication networks, to raise awareness about problems and produce content for solution purposes, to bring together qualified academicians and scientists with students and to continuously improve the course content in this field, and to carry out joint activities with stakeholders such as associations, public institutions and non-governmental organizations in order to expand and strengthen the field of gender and women's studies in academic research and publications.

Our university aims to institutionalize, coordinate and implement gender equality policies in academic and administrative units. The primary priority of our university administration is to develop the perspective of creating equal opportunities for all the staff in our university, to create awareness on this topic, to establish communication networks that will develop and strengthen this awareness, and to eliminate the problems that cause gender inequality.

**Following the results of the evaluation of the Gender Equality at Fenerbahçe University, objectives are defined under seven headings:**

- Gender equality in leadership and decision making
- Gender equality in recruitment and career planning
- Gender dimension in curriculum and research
- Fight against Gender-related biases and stereotypes
- Fight against Sexual harassment
- Gender sensitive data collection, access and processing
- Gender equality in institutional structures

**The sub-headings and objectives of the evaluation regarding the Gender Equality at Fenerbahçe University are as follows:**

1. Raising awareness on gender equality.

- Seminars will be organized to raise awareness on the psychological and social causes of sexual harassment for academic and administrative staff, students, and service providers. It is also planned to prepare an online compulsory education program on sexual harassment throughout the university.
- To make the gender equality education of administrators, academic and administrative staff and students sustainable.
- To offer the gender equality course to all students.
- To support projects related to the subject.
- To have students watch movies on the subject and encourage them to make their own short films / videos.
- To establish a documentation center on the subject, to publish bulletins, to organize award-winning competitions, to encourage publication activities.
- To provide education on violence against women, gender inequality, harassment and discrimination.
- To provide defense sports training with the support of the Faculty of Sports Sciences.

2. To ensure that Gender Equality course is included in the curriculum as a compulsory or an elective course. It is aimed to create curricula within the framework of the gender dimension in curriculum and research, and to carry out studies on the planning of the International Gender Studies graduate program.

3. To encourage the students to develop studies that focus on gender issues and contribute to the solution of the problem in their projects with their advisors in the “Social Responsibility” course.

4. To develop and implement online seminars, courses, summer schools, online education, and certified education programs.

5. Women's Studies Application and Research Centre. To bring together academicians and students who want to contribute to the center and who want to develop projects within the centre, by making a general call to academics and students who conduct scientific studies in the field of gender. To encourage the Centre to prepare and publish a report containing statistical information on gender for the university every year.
6. To establish a counseling and helpline for employees and students, providing psychological and legal support. In addition, to prepare a handbook that will serve as a guide on these issues and to plan the creation of a counselling program.
7. To cooperate regularly with organizations such as civil society and bar associations that work directly on the subject.
8. To establish a "Sexual Harassment Prevention Commission" at the university level and to support the implementation of the Gender Equality Plan of Fenerbahçe University by the Commission.
9. To raise awareness in the society on human rights, women's rights, children's rights and to advocate for those rights.
10. To encourage student clubs to organize activities within the university by working in the field of gender.
11. To encourage the integration of a gender equality perspective into the activities and formation of student clubs and student councils.
12. To consider gender equality in recruitment, appointment, and promotion. In this sense, to raise awareness at the university level in the context of the "glass ceiling" phenomenon. To ensure that the institution determines its own goals for gender equality in recruitment and career planning. To prevent gender pay discrimination at all academic and administrative levels.
13. To draw attention to the increasing prevalence of digital violence and to take necessary initiatives to prevent it. To upload the link of the Gender Equality Plan to corporate online platforms and keeping it updated.

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