



KARADENİZ TECHNICAL UNIVERSITY - WOMEN'S APPLICATIONS AND ENTRY POLICY -

PURPOSE OF THE POLICY

This policy has been prepared to strengthen equal opportunities for women as students, academic and administrative staff in the application, admission, entry and participation processes at Karadeniz Technical University and to support gender equality at the institutional level. The policy aims to implement non-discriminatory, transparent and inclusive practices in women's access to universities, to make them more visible in academic and social life, to increase their representation in leadership positions and women's participation in STEM (Science, Technology, Engineering, Mathematics) fields.

RELEVANCE OF THE POLICY

Relevant Sustainable Development Goals (SDG) Criteria: This policy is primarily related to the following goals from the United Nations Sustainable Development Goals:

- SDG 4: Quality Education
- SDG 5: Gender Equality
- SDG 10: Reducing Inequalities

Relevant Metrics:

- THE Impact Rankings
- UI GreenMetric
- CoHE Gender Action Plan

SCOPE OF POLICY

This policy focuses on the activities of improving the participation of female students, female prospective students, academic and administrative female staff in education, research, career and social life, and the development of application and entry opportunities.

- **Target Audience:** Female students, female prospective students, academic and administrative female staff, female graduates are among the target audience of this policy.
- **Application Areas:** The principles of this policy are applied on university campuses, campuses and all affiliated academic/administrative units.

BASIC PRINCIPLES AND LEGAL BASES

KTU adheres to the following basic principles regarding women's applications and participation policy;

- **Equality and Equal Opportunity:** Women are prevented from being discriminated against based on their gender, marital status, age, disability, socioeconomic status, ethnic identity, religion, language or political views. Scholarship, counselling and guidance mechanisms are developed for disadvantaged women; The accessibility rights of women with disabilities are guaranteed.
- **Fairness in Participation and Representation:** Incentive mechanisms are implemented to increase women's participation and representation in tasks, training and activity activities, especially in areas where representation is low. It is ensured that women are included in decision-making processes at all management levels.
- **Transparency and Accountability:** All application and selection criteria are clearly announced; processes are carried out in a traceable and auditable manner. All candidates have equal rights and are based on merit and transparent criteria.
- **Legal Bases:** It is based on the Civil Servants Law No. 657, the Higher Education Law No. 2547, the YÖK Gender Action Plan and related regulations.

RESPONSIBILITIES AND ROLES

Implementing Units:

- **Rector's Office:** The Rector's Office assumes a leadership role in integrating these goals into the university's strategic plans, allocating necessary financial and administrative resources, and ensuring coordination among all units. The Rectorate takes the necessary steps to create and implement special incentive and support programs to increase the number of female academics and researchers, especially in STEM (Science, Technology, Engineering, Mathematics) fields and other strategic sciences.
- **Women and Family Studies Application and Research Center (KAÇAUM):** Coordinates the academic and social dimensions of activities aimed at strengthening women's access to education, research and career processes within the scope of this policy. The center develops support mechanisms for the needs of female students, academic and administrative staff by organizing awareness programs, seminars, research and trainings focused on gender equality. In addition, it provides guidance in the design of mentoring, consultancy and outreach programs to be implemented throughout the university and takes an active role in the monitoring and reporting of these programs.
- **Registrar's Office:** Within the scope of this policy, it ensures that female students are supported equally and transparently in all administrative processes from university entrance to graduation. It develops practices that will strengthen women's access opportunities in application, registration, scholarship, exchange programs and graduation procedures. In addition, it undertakes the duties of announcing special support programs provided for female students, facilitating application processes, and collecting and reporting the necessary data.
- **Department of Health, Culture and Sports (SKS):** The Department of Health, Culture and Sports (SKS) ensures equal access to health, social, cultural and sports activities for female students, academic and administrative staff within the scope of this policy. It provides health services, psychological counseling and guidance support for women; develops programs to increase the active participation of women in cultural and sports activities. It also collects, analyzes and reports the participation data of female students and staff in health, social, cultural and sports activities.

Monitoring Units and Responsibilities:

- **Rectorate and Senate:** Gives official approval of the policy and conducts necessary audits. It ensures that the objectives of the policy are achieved in accordance with institutional priorities.
- **Strategy Development Department:** The Strategy Development Department is responsible for aligning the implementation of women's access programs with strategic objectives, performance indicators, and budget planning under this policy. It establishes the necessary monitoring and evaluation systems to measure the effectiveness of the policy, collects and analyzes relevant data. Additionally, it reports performance indicators on policy implementations in annual reports, ensuring transparent information flow to senior management and relevant stakeholders.
- **Research Coordination Office:** Monitors the academic and research dimensions of the activities and practices carried out within the scope of the policy, collects, analyzes and reports data on performance indicators. Develop suggestions for improvement when necessary. The Sustainability Unit collects the necessary data for sustainability indices such as UI GreenMetric and THE Impact Rankings.

APPLICATION STEPS

1. **Initial Inventory and Goal Setting:** A basic inventory for policy is created by analyzing the current education, research, career and social life access status of female students, prospective students and female academic and administrative staff at the university. Based on this inventory, measurable goals are set for scholarship, mentoring, career counseling, and gender awareness programs.
2. **Planning and Design:** During the planning and design phase, programs are designed to support equal access to women's education, research, and career processes in the light of initial inventory data. Coordination is ensured between relevant units, and an implementation calendar is created to increase scholarship, mentoring, career counseling, and STEM participation.

3. **Access Policies Defining Activities:** Specific activities that will increase women's access to academic and social life are identified. In this context, scholarship and mentorship programs, career counseling opportunities, incentives to increase women's representation in STEM fields, and gender equality trainings are defined.
4. **Access Policies Implementation of Activities:** Determined scholarships, mentoring and career support programs, STEM incentives and awareness trainings are implemented throughout the campus. Active participation of female students and staff is ensured; applications are coordinated by the relevant units and necessary support is provided.
5. **Education and Social Awareness:** Seminars, workshops, and training programs are organized for academic and administrative staff, students, and alumni to raise awareness of gender equality. These activities are planned to support the empowerment of women in their education and career processes.
6. **Monitoring, Reporting, and Improvement:** The programs and activities carried out are regularly monitored within the framework of determined performance indicators. As a result of the annual evaluations, necessary corrections are made in policy implementations and processes are improved in areas where the targets cannot be achieved. Progress and experiences are shared with all internal and external stakeholders.

PERFORMANCE INDICATORS

Indicator	Goal	Source of Verification
Female student ratio	Reach at least 40% by 2030	KTU Student Affairs
Proportion of female academics	Increasing the rate to 43% by 2030	Institutional Development and Planning Coordinatorship Reports
Ratio of female administrative staff	Increasing the rate to 39% by 2030	Institutional Development and Planning Coordinatorship Reports
Number of female scholars	Increasing the number to 200 by 2030	Institutional Development and Planning Coordinatorship Reports
Female leadership position rate	Increasing the rate to 30% by 2030	Institutional Development and Planning Coordinatorship Reports

AUDIT AND REPORTING

- **Monitoring Frequency:** Performance indicators are evaluated annually; relevant indicators are regularly monitored by the relevant responsible units every year. The changes in the values in the indicators during the year are determined and necessary measures are taken in a timely manner.
- **Reporting Frequency: Annual data;** It is recorded in KTU Sustainability Reports within six months following the end of the relevant year and shared with the public on the university website. Four-year data is compiled to form an input for the next strategic planning period. In addition, the relevant data obtained each year is reported to UI GreenMetric and other international sustainability indices.
- **External Verification:** Participation in national and international certification programs is provided to certify the performance of the university within the framework of the relevant indicators. The participation program and decision are taken by the senate. The implementation and effects of the policy are verified through audits carried out by independent organizations.
- **Revision Conditions:** In case 60% of the targeted values of the determined performance indicators cannot be reached for two consecutive years or in case of changes in national/international legislation; the policy is reviewed by the implementing units, revision proposals are prepared, and the policy is submitted to the senate for approval again.

EFFECTIVE DATE

This policy comes into effect from the date it is approved by the KTU Senate. University units are obliged to comply with and implement the provisions of the policy.