

KARADENİZ TECHNICAL UNIVERSITY - ANTI-DISCRIMINATION PROTECTION POLICY -

PURPOSE OF THE POLICY

This policy has been prepared to create an egalitarian, inclusive and safe environment for all academic and administrative staff, students, contracted employees and visitors of KTU and to prevent all kinds of discrimination. In line with the university's research and educational mission, it is aimed to provide the necessary conditions for all individuals to freely express their thoughts and realize their potential.

RELEVANCE OF THE POLICY

Relevant Sustainable Development Goal (SDG) Criterion: 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 8 (Decent Work and Economic Growth)
- SDG 10 (Reducing Inequalities)

Relevant Metrics:

- THE Impact Rankings
- UI GreenMetric

SCOPE OF POLICY

Policy is valid for all campuses and affiliated units of KTU (faculties, institutes, vocational schools, Farabi Hospital, research centers, student dormitories, social facilities, laboratories, practice hotels) and field studies, internships, online trainings and social events organized by the university. All stakeholders (students, academic and administrative staff, contract employees, visitors, service providers) who have a relationship with the university are subject to the policy.

BASIC PRINCIPLES AND LEGAL BASES

- **Protection of Fundamental Rights and Freedoms:** In accordance with KTU Ethical Principles, higher education institutions are obliged to protect the fundamental rights and freedoms of their members and members of society; to respect the differences of individuals and not to allow discrimination and harassment.
- **Equality and Equal Opportunity:** As stated in the Human Resources Directive, employees cannot discriminate based on factors such as language, religion, philosophical belief, political opinion, race, gender; they cannot exhibit behaviors contrary to the principle of equality. Decision-making powers should be used impartially to ensure equal opportunities.
- **Zero Tolerance for Discrimination and Harassment:** It is essential that managers do not allow behaviors such as abuse, violence or harassment.
- **Fairness and Impartiality:** The principles of merit, honesty, impartiality and transparency are followed in all transactions; there is no nepotism or political/regional privilege.
- **Legal Framework and International Standards:** The policy is in line with the Constitution, the Higher Education Law No. 2547, the Labor Law No. 4857, the Law No. 6701 on the Human Rights and Equality Institution of Turkey, the Law No. 6284 and relevant national and international conventions.

RESPONSIBILITIES AND ROLES

- **Rectorate and Senate:** Responsible for the approval, implementation and oversight of the policy; follows the criminal and disciplinary processes of discrimination violations.
- **Women and Family Studies Application and Research Center (KAÇAUM):** 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.

- **Personnel Department:** Ensures equal opportunities in recruitment, promotion, appointment and performance evaluation processes; takes measures against discriminatory practices; obtains verbal and written commitments from employees against discrimination.
- **Disadvantaged Groups Unit:** Identifies the obstacles to disabled individuals and disadvantaged groups to continue their academic lives equally and effectively, organizes the curriculum in a way that positively affects the academic, physical, psychological and social lives of students with disabilities, and supports the preparation of educational environments and equipment used in education in accordance with students with disabilities.
- **HCS Department and Psychological Counseling Centers:** Provides psychological counseling to victims of discrimination; supports inclusive participation in social and cultural activities.
- **Academic and Administrative Units:** Ensures the adoption of anti-discrimination practices at the unit level; reports discrimination allegations, organizes training and awareness activities.

APPLICATION STEPS

1. **Announcement of the Policy and Trainings:** The text of the policy is shared on the university's website and intranet. The trainings are given in orientation programs to raise awareness against discrimination.
2. **Discrimination Reporting Mechanisms:** Confidential and secure channels (online form, e-mail, phone line) are established to report cases of discrimination or harassment; reports are evaluated by the relevant units.
3. **Awareness and Capacity Building:** Seminars, workshops, and campaigns on equality, diversity, and inclusion are organized; Special events are organized on national and international days (March 8, etc.).
4. **Accessibility and Support Services:** Disadvantaged Groups Unit makes campus infrastructure accessible; provides barrier-free learning materials and creates individual education plans for students with disabilities.
5. **Audit and Disciplinary Processes:** Discrimination complaints are examined by the relevant units; disciplinary processes are initiated according to the degree of the violation, legal and administrative sanctions are imposed, and the process is carried out confidentially.
6. **Collaboration and Stakeholder Engagement:** Good practices are shared by collaborating with non-governmental organizations, public institutions and international networks; KTU's anti-discrimination performance is reported on national and international platforms.
7. **Continuous Improvement and Monitoring:** The effectiveness of the policy is regularly evaluated; it is updated in line with feedback, and anti-discrimination goals are monitored in the university strategic plan.

PERFORMANCE INDICATORS

Indicator	Goal	Source of Verification
Annual reports of discrimination	Reducing the number of incoming notifications/complaints by 80% by 2030	KTU Strategic Plan Performance Indicators
Staff/student ratio participating in anti-discrimination trainings	%90	KAÇAUM and SKS records
Number of students benefiting from services for disadvantaged groups	Increasing the rate of disadvantaged groups to 60% by 2030	Disadvantaged Groups Unit reports
Proportion of accessible educational materials for students with disabilities	Increase by 40% by 2030	Disadvantaged Groups Unit and Faculty reports

Number of discrimination complaints in personnel recruitment and promotion processes	Reducing the number of incoming notifications/complaints by 80% by 2030	Records of the Personnel Department
Number of gender equality and diversity events	At least 6 events per year by 2030	KAÇAUM and SKS records

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 in order 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.

VALIDITY 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.