

**ISTANBUL MEDIPOL UNIVERSITY**  
**GENDER EQUALITY ACTION PLAN**

**December 2021**

Istanbul Medipol University assumes the responsibility of strengthening and mainstreaming gender equality values and perspectives within the university, ensuring that academic and administrative staff benefit from equal opportunities irrespective of gender discrimination, offering equal opportunities and gender balance for managerial and senior administrative positions, and fostering a working and educational environment for individuals conducive to realizing their potential while respecting diversity and differences. In this context, the university aims to eliminate all kinds of behaviors and attitudes that undermine equality between genders within the university and to make the egalitarian perspective an integrated part of the horizontal and vertical structure of the university. In line with this overarching objective, the university has formulated the ‘Istanbul Medipol University Gender Action Plan’, delineating the main objectives for integrating a gender equality perspective holistically throughout the university and outlining the steps to accomplish these objectives.

**Main Objectives**

1. To embed and strengthen the value and perspective of gender equality in the horizontal and vertical structure of the university and to support the administration, academic staff, and students to raise gender equality awareness.
2. To increase career opportunities for female administrative and academic staff within the university, to strengthen the principle of equal opportunity, and to develop policies supporting gender equality in senior academic and administrative positions.
3. To develop and strengthen a zero-tolerance policy against gender-based discrimination, violence, harassment, and abuse.
4. To support the integration of a gender equality perspective in research and educational curricula.
5. To embed a gender equality perspective in corporate social responsibility projects.

**I. To embed and strengthen the value and perspective of gender equality in the horizontal and vertical structure of the university and to support the administration, academic staff and students to raise gender equality awareness.**

- To designate responsible individuals for organizing, supervising, coordinating, and disseminating information regarding the gender equality action plan’s implementation across all administrative and academic units of the university, thereby establishing a non-hierarchical horizontal administrative and academic staff structure dedicated to executing the action plan.
- To promote the use of non-discriminatory language supportive of gender equality within every unit of the university, raising awareness to challenge stereotypes and prejudices, and generating information on these issues for internal dissemination.
- To enhance awareness among managers and academic and administrative staff about the responsibilities and obligations associated with gender equality values

within the university, provide support for their realization, and foster knowledge-sharing on this matter within the university.

- To integrate gender equality values and perspectives into the objectives of administrative units, faculties, and departments, formulate policies in this regard, and ensure the dissemination of exemplary practices within the university.
- To encourage the formation of student clubs dedicated to advancing gender equality, perspectives and values within the university and support such student-led activities.

**2. To increase career opportunities for female administrative and academic staff within the university, to strengthen the principle of equal opportunity, and to develop policies supporting gender equality in senior academic and administrative positions.**

- To assess the gender distribution among academic and administrative staff within the university.
- To develop and implement policies incentivizing increasing female representation among staff, researchers, and students in administrative and academic units with low female numbers.
- To devise policies facilitating the rise of female staff into managerial positions in both academic and administrative realms.
- To reinforce the 'equal pay for equal work' principle among male and female staff members performing identical roles.
- To formulate policies that bolster female academic staff's and research students' engagement in fields with low female researcher and academic representation.
- To formulate policies supporting the involvement of male academic staff and research students in areas characterized by low male researcher and academic representation.

**3. To develop and strengthen a zero-tolerance policy against gender-based discrimination and violence, harassment and abuse.**

- To disseminate information within the university to raise awareness among academic, administrative staff, and students concerning gender-based violence, harassment, and abuse.
- To establish an institutional policy to eradicate gender-based discrimination, violence, harassment, and abuse.
- To widely circulate the university's zero-tolerance stance against gender-based discrimination and violence, harassment and abuse among university staff and students.
- To share information about *mobbing* to raise academic and administrative staff's awareness and to develop and implement policies to counteract *mobbing* incidents.

**4. To support the integration of a gender equality perspective in research and educational curricula.**

- To encourage the inclusion of course(s) on gender equality in the university elective course pool.
- To encourage academic staff to develop courses related to gender equality and its relations with different fields within their respective departments.
- To facilitate cross-departmental and inter-faculty collaborations to incorporate gender equality courses into the curriculum.
- To encourage academic staff to incorporate gender equality perspectives into departmental curricula, disseminating best practices, and fostering knowledge and experience sharing among academic staff.
- To minimize instances of gender-based discrimination within applied courses, to support the increase of practices that emphasize equality and respect for differences, and to disseminate good practices.
- To encourage academic studies and research on gender equality and its relations with different fields, supporting gender equality as an integrated part of research.

**5. To embed a gender equality perspective in corporate social responsibility projects.**

- To engage in efforts to integrate gender equality values and perspectives into the university's social responsibility projects.
- To forge collaborations with external stakeholders (such as municipalities, non-governmental organizations, companies, government entities and international organizations) to promote gender equality throughout society and undertake collaborative initiatives.