

# ERZURUM TECHNICAL UNIVERSITY

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## GENDER EQUALITY STATEMENT OF COMMITMENT

### PURPOSE

Erzurum Technical University does not consider academic achievement merely an individual goal; but rather approaches it with a sense of social responsibility, adopting a perspective sensitive to social issues. In this regard, the University upholds universal values such as freedom, equality, inclusivity, respect for human dignity, social responsibility, and justice, and opposes all forms of discrimination based on language, religion, race, culture, gender, or species. It develops solution-oriented strategies with a respect for social diversity.

The primary aim of this statement is to outline the fundamental principles required to establish a fair, transparent, and inclusive environment—free from all forms of inequality and discrimination—in all activities and practices of Erzurum Technical University, which is committed to ensuring equal rights and opportunities for all individuals. The University also pledges to implement these principles effectively.

The University's approach to gender equality is not limited to a theoretical framework but is also reinforced by concrete and practical policies. Accordingly, the University aims to serve as a model in the field of gender equality, to foster a culture of sensitivity against gender-based discrimination among students and academic staff, to develop effective strategies for promoting equal opportunity, and to strengthen the overall understanding of social equality. This action plan marks a significant step toward creating a fair and inclusive environment where all individuals can realize their full potential.

### SCOPE

This document has been prepared to support the elimination of gender-based discrimination within the University, to establish a structure in which both women and men enjoy equal rights, and to ensure equal opportunities. It outlines the principles, strategies, and preventive measures to be adopted by Erzurum Technical University to safeguard equal rights and freedoms for all academic and administrative staff, students, and other employees—based on gender equality at all levels.

### LEGAL BASIS

Article 10 of the Constitution of the Republic of Turkey:

“All individuals shall be equal before the law without distinction as to language, race, color,

sex, political opinion, philosophical belief, religion, or sect.”

(Additional paragraph: 7/5/2004-5170/1) Women and men shall enjoy equal rights. The State shall be obliged to ensure the realization of this equality in practice.

(Additional sentence: 7/5/2010-5982/1) Measures adopted for this purpose shall not be construed as contrary to the principle of equality.

CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women) – adopted by the United Nations General Assembly in 1979 and ratified by Turkey in 1985.

Resolution of the Council of Higher Education (YÖK) General Assembly dated May 28, 2015.

United Nations Sustainable Development Goals, adopted in 2015 (Goal 5: “Gender Equality”).

International Labour Organization (ILO) Convention No. 190 on Violence and Harassment, adopted in 2019.

## **FUNDAMENTAL PRINCIPLES AND OBJECTIVES**

The core principles of Erzurum Technical University's Gender Equality Statement of Commitment are as follows:

- Integrating gender equality awareness into institutional culture.
- Taking and effectively implementing measures to prevent gender-based discrimination and violence.
- Ensuring and sustaining work-life balance.
- Embracing the principle of equal representation in decision-making and administrative structures.
- Applying gender equality in recruitment, appointment, promotion, performance evaluation, termination, access to resources, distribution of responsibilities, and representation.
- Supporting gender studies, integrating them into curricula and research, and organizing awareness-raising activities (e.g., conferences, seminars, panels, training programs).
- Establishing and maintaining strong partnerships with civil society organizations, universities, and public and private sector institutions to promote gender equality initiatives.
- Conducting regular monitoring and evaluation to assess the effectiveness of gender equality policies.

Key objectives include:

- Establishing a Gender Equality Commission to build an institutional culture and structure based on gender equality, to develop relevant policies, and to promote the principle of zero

tolerance for gender-based rights violations.

- Organizing all physical areas on campus, including parking lots and dormitories, in a way that ensures a full sense of safety for students and staff. Specific measures include improved campus lighting, increasing the number of security personnel, installing surveillance cameras in strategic locations, and establishing emergency buttons or 24/7 accessible phone lines—especially to enhance the safety of female students.
- Ensuring that complaints regarding gender-based violence and harassment are handled promptly, fairly, and transparently. Psychological support should be provided to victims, ensuring confidentiality when needed.
- Conducting a needs assessment to identify the requirements for maintaining a healthy work-life balance and taking appropriate measures (e.g., providing preschool education for the children of university staff).
- Increasing the representation of women in senior and mid-level management positions.
- Adopting gender-sensitive practices in recruitment and promotion processes.
- Organizing training sessions and educational programs on gender equality for staff and students.
- Including the course titled “Gender Studies” (code: USD) in the university curriculum.
- Encouraging student clubs and academic units to engage in gender-related initiatives and social responsibility projects and supporting these efforts.
- Collaborating with various institutions and civil society organizations to raise awareness and promote genuine equality between women and men.

With this document, Erzurum Technical University affirms its sensitivity and commitment to gender equality across all departments, staff, and students. The University declares its readiness to implement effective investigation and disciplinary mechanisms in cases of gender-based discrimination and violence. The provisions of this statement are executed under the authority of the Rector of Erzurum Technical University.