

SDG5: Gender Equality

5.6: Women's development metrics

5.6.1: Policy of non-discrimination against women

5.6.1.1: Existence of a policy of non-discrimination against women

- Answer to the question: Yes
- Textual information of the evidence:

1- Ege University Gender Equality Plan

https://ekam.ege.edu.tr/files/ekam/icerik/Ege-Gender_Equality-2022-2025.pdf

Ege University recognizes the need to eliminate all forms of discrimination against women and girls. Within the framework of gender equality, it implements its goals and plans not only from a human rights perspective but also to accelerate sustainable development. It supports scientific research conducted in various units related to gender equality. It houses units and centres dedicated to preventing violence against women and protecting women's rights. It offers affordable childcare options for the children of university staff and students. It supports a non-discrimination policy within the framework of gender equality. It organizes and participates in national and international events related to gender equality and collaborates with institutions and organizations. It supports the gender neutrality of professions. It conducts academic studies to spread awareness of gender equality in society. It supports increasing the number of senior academics with a view to gender equality. It aims to promote gender equality in every unit of the university.

2- The Ege University Institutional Development Planning and Monitoring Coordination

Office evaluates policies and action plans that track women's applications, admissions, enrollments, and participation in the university in its annual Ege University Monitoring and Evaluation Reports.

<https://arastirma.ege.edu.tr/files/arastirma/icerik/YOK%20IZLEME%20VE%20DEGERLENDIRIME%20GOSTERGELERI%20GUNCEL.pdf>

3-Plans for each target on the <https://surdurulebilir.ege.edu.tr> platform are prepared in relation to SDG 5.

4- Ege University Gender Equality Support and Sexual Harassment Prevention Unit Executive Board The Ege University Gender Equality Support and Sexual Harassment Prevention Unit Executive Board was established in accordance with the decision of the Board of Trustees of Ege University, pursuant to Article 6, Paragraph 3 of the "Ege University Gender Equality Support and Sexual Harassment Prevention Unit Directive ."

Its secretariat is managed by the Ege University Gender Equality and Sexual Harassment Prevention Unit Coordination Office.

https://kurulisleri.ege.edu.tr/tr-3637/e_u_toplumsal_cinsiyet_esitligini_destekleme_ve_cinsel_taciz_onleme_birimini_yonetme_kurulu.html

https://ekam.ege.edu.tr/files/ekam/icerik/EGE_TCE_CTO_birim-tanitimi_SON.pdf

5- The following legislation is utilized to prevent discrimination against women, particularly all forms of discrimination.

<https://kurulisleri.ege.edu.tr/tr-8609/mevzuat.html>

LAWS

Law No. 657 on Civil Servants

Law No. 2547 on Higher Education

Law No. 4691 on Technology Development Zones

Law No. 5746 on the Support of Research, Development, and Design Activities

Law No. 6331 on Occupational Health and Safety

DECREES WITH THE FORCE OF LAW

Decree Law No. 124 on the Administrative Organization of Higher Education Institutions and Higher Education Institutions

COUNCIL OF MINISTERS DECISION

Council of Ministers Decision on the Principles for Employing Foreign Teaching Staff in Higher Education Institutions

REGULATIONS

Academic Incentive Allowance Regulation

Regulation on Employee Inventions, Inventions Made at Higher Education Institutions, and Inventions Arising from Publicly Funded Projects

Ege University Family Planning and Sterility Application and Research Center Regulation

Ege University Vaccine Research, Development, and Application Research Center Regulation

Ege University Atatürk Principles and Revolution History Application and Research Center Regulation

Ege University European Languages and Cultures Research and Application Center Regulation

Ege University Intestinal Insufficiency and Rehabilitation Application and Research Center Regulation

Ege University Brain Research and Application Center Regulation

Ege University Science – Technology Application and Research Center Regulation

Ege University Botanical Garden and Herbarium Research and Application Center Regulation

Ege University Environmental Problems Application and Research Center Regulation

Ege University Turf Application and Research Center Regulation

Ege University Child Education Application and Research Center Regulation

Ege University Child and Adolescent Alcohol and Substance Abuse Research and Application Center Regulation

Ege University Dentistry Application and Research Center Regulation

Ege University Revolving Fund Operation Regulation

Ege University Rehabilitation and Education Park for Children with Disabilities Research and Application Center Regulation

Ege University Observatory Application and Research Center Regulation

Ege University HIV/AIDS Application and Research Center Regulation

Ege University Drug Development and Pharmacokinetics Research and Application Center Regulation

Ege University Izmir Research and Application Center Regulation

Ege University Women's Issues Application and Research Center Regulation

Ege University Cancer Research Application and Research Center Regulation

Ege University Cord Blood, Cell-Tissue Application and Research Center Regulation

Ege University Laboratory Animals Application and Research Center Regulation

Ege University Media Application and Research Center Regulation

Ege University Central Research Testing and Analysis Laboratory Application and Research Center Regulation

Ege University Organ Transplantation Application and Research Center Regulation

Ege University Special Education Application and Research Center Regulation

Ege University Measurement and Evaluation Application and Research Center Regulation

Ege University Palliative Care Application and Research Center Regulation

Ege University Social and Human Sciences Application and Research Center Regulation

Ege University Strategic Research Center (ESAM) Regulation

Ege University Underwater Research and Application Center Regulation

Ege University Continuing Education Center (EGESEM) Regulation

Ege University Natural History Application and Research Center Regulation

Ege University Textile and Clothing Application and Research Center Regulation

Ege University Faculty of Medicine Hospital Regulation

Ege University Seed Technology Application and Research Center Regulation

Ege University Distance Education Application and Research Center Regulation

Ege University Product Life Cycle Management Excellence Application and Research Center

Regulation

Regulation on the Working Procedures and Principles of Animal Experimentation Ethics Committees

Regulation on Clinical Trials of Medicinal Products and Biological Products

Regulation on Duties Regarding Chemical, Biological, Radiological, and Nuclear Hazards

Regulation on Efficacy and Safety Studies and Clinical Trials of Cosmetic Products or Raw Materials

University Publication Regulation

Regulation on Academic Organization in Universities

Regulations for all Application and Research Centers affiliated with our University

Higher Education Quality Assurance and Higher Education Quality Board Regulation

Regulation on Scientific Research Projects in Higher Education Institutions

Higher Education Institutions Disability Advisory and Coordination Regulation

Higher Education Institutions Student Discipline Regulation

Regulations on the Establishment of Academic Councils and Scientific Supervision in Higher Education Institutions

Regulations on the Establishment of Advisory Councils in Higher Education Institutions

Ege University Animal Experiments Local Ethics Committee Guideline

Ege University Quality Commission Guideline

Ege University Cafeteria Operation and Supervision Guideline

Ege University Chemical, Biological

GUIDELINES

Ege University Scientific Research Projects Implementation Guidelines

Ege University Animal Experiments Local Ethics Committee Guidelines

Ege University Quality Commission Guidelines

Ege University Cafeteria Operation and Supervision Guidelines

Ege University Guidelines on Chemical, Biological, Radiological, and Nuclear Hazards

Ege University Legislation Commission Guidelines

Ege University Award Guidelines

Ege University Student Village Guidelines

Ege University Student Communities Guidelines

Ege University Rectorate Public Housing Directive

Ege University Directive on Establishing, Operating, and Supervising Social Purpose Facilities

Ege University Medical Research Ethics Committee (EÜ-TAEK) Directive

Ege University Directive on Supporting Gender Equality and Preventing Sexual Harassment

Ege University and Affiliated Units' Guidelines on the Use of Images, Names, Emblems, Logos, and Personnel in Advertisements

Ege University Publication Guidelines

Higher Education Institutions Scientific Research and Publication Ethics Guidelines

Ege University Faculty of Agriculture Local Ethics Committee Guidelines for Farm Animal Experiments

PROCEDURES AND PRINCIPLES

Ege University 100/2000 YÖK Doctoral Scholarships Implementation Principles

Ege University Education Commission Working Procedures and Principles

Ege University Higher Councils Working Procedures and Principles

6- The Ege University Ethics Principles Document is below.

https://personel.db.ege.edu.tr/files/personel.db/icerik/EGE_UNIVERSITESI_ETIK_ILKELERI.pdf

EGE ÜNİVERSİTESİ ETİK İLKELERİ

GİRİŞ VE KAPSAM

Ege Üniversitesi, üniversite yaşamını; öğrencilerin, öğretim elemanlarının, akademik yöneticilerin ve idari personelin hem birbirleriyle, hem de üniversitenin fiziksel-ekonomik-çevresel olanakları ve tesisleriyle etkileşim içinde bulundukları bir sistem olarak görmektedir. Her ne kadar etik ilkeler konusundaki mevzuatta üniversitelere zorunluluk getirilmemişse de Üniversite olarak "Kamu Görevlileri Etik Davranış İlkeleri ile Başvuru Usul ve Esasları Hakkında Yönetmelik" in İkinci Bölümünde yer alan Etik Davranış İlkeleri, "Ege Üniversitesi Toplumsal Cinsiyet Eşitliğini Destekleme ve Cinsel Tacizi Önleme Birimi Yönergesi", "Yükseköğretim Kurumları Bilimsel Araştırma ve Yayın Etiği Yönergesi"ndeki ilgili maddeler dikkate alınarak Ege Üniversitesi Etik İlkeleri belirlenmiştir.

Ege Üniversitesi Etik İlkeleri; akademik ve idari konulardan insan ilişkilerine uzanan geniş bir alanı kapsayan, üniversite yaşamında ve üniversite mensuplarının toplum ve çevreyle ilişkilerinde dikkate alınacak standartlar ve kurallarla ilgilidir.

Etik davranış ilkelerinin ihlali, Üniversitenin ilgili birimleri tarafından ilgili mevzuat çerçevesinde değerlendirilir.

Ege Üniversitesi Etik İlkeleri aşağıda sıralanan başlıklar altında toplanmıştır.

1. Mesleki Etik,
2. Araştırma ve Yayın Etiği,
3. Eğitim-Öğretim Etiği,
4. Akademik Etik,
5. Ayrımcılık ve Tacize İlişkin Etik,
6. Sosyal Yaşam ve İlişkiler Etiği,
7. Kamu Hizmetine İlişkin Etik.

Madde 1: MESLEKİ ETİK

1. Üniversitede, yasa ve yönetmeliklerin zorlayıcı hükümleri dışında, Üniversite personeli arasında kıdem ve unvan ayrımcılığı yapılmaz.
2. Üniversiteye gerek akademik, gerekse idari personel alımında ve personelin yükseltme ve atamalarında mesleki standartların dışına çıkılmaz.
3. Üniversitenin olanakları ve prestiji, kişi veya grup çıkarları için kullanılamaz.
4. Üniversite birimlerinde iç barışı ve mesleki ortamı, karşılıklı saygı ve nezaket içinde korumak esastır ve bu tüm üniversite personelinin ortak sorumluluğudur.
5. Tüm personelin görev ve sorumluluk alanı ile ilgili birim toplantılarına ve ortak etkinliklere katılımı esastır.
6. Saydamlık ve gizlilik gerektiren konularda bu koşulların sağlanmasına özen gösterilir.
7. Birimlerdeki görev ve sorumluluklar dayanışma içinde paylaşılır.
8. Akademisyenlerin üniversite dışı etkinlikleri, üniversite içi eğitim ve araştırma görevlerinin önüne geçemez.

Madde 2: ARAŞTIRMA ve YAYIN ETİĞİ

1. Akademisyenler araştırma yaparken mesleki standartlara titizlikle uyarlar.
2. Akademik araştırma ve etkinliklerde bilimsel özerklik esastır.
3. Akademik araştırma ve etkinliklerde, kişi hak ve özgürlükleri titizlikle gözetilir.
4. Akademik araştırma ve proje çalışmalarında bilimsel nesnellik ve tarafsızlığa dikkat edilir.

Hakan YALÇIN
Genel Sekreter



8- Ege University Student Council works to ensure that the educational, health, sports, and socio-cultural needs of all registered students are met in the best possible way. It determines student opinions and protects student rights. By establishing effective communication among students, it conveys their expectations and requests to the administrative bodies and follows up on solutions. To ensure that student opinions are influential in decisions affecting students, student representatives participate in the administrative board meetings held at their respective faculties/vocational schools/institutes. The President of the Student Council also participates in the university's

senate and administrative board meetings, representing students in university administration. The Student Council, which establishes effective communication with university administrative bodies and, when necessary, external institutions to find solutions to problems, evaluate different opinions, and make our university more advanced in every sense, represents Ege University in the best possible way both domestically and internationally.

<https://ogrencikonseyi.ege.edu.tr/tr-0/anasayfa.html>

https://www.instagram.com/p/Cb7lwCjrkB6/?img_index=1

9- Student Clubs

Our university has 67 student clubs established for students to spend their time outside of class in a meaningful way, working in the fields of culture, arts, sports, thought, and career. Among these clubs is the Aegean Women's Studies Club.

<https://ebp.ege.edu.tr/sayfa/ogrenci-topluluklari>

https://sksdb.ege.edu.tr/tr-20300/kadin_%C3%87alismalari_toplulugu.html

10- Ege University Information Package is a platform that provides convenience for information on standard of living, accommodation, nutrition, health, student affairs, students with disabilities, insurance, scholarship opportunities, work opportunities, international programs, information for exchange students, language courses, internship opportunities, social, cultural, and sporting activities, and student communities. This platform includes features that make university life easier.

<https://ebp.ege.edu.tr/sayfa/yasam-standardi>

11- EGESEM is a Continuing Education Center. This center organizes training courses and prepares certification programs. In 2024, 189 certificates were awarded on topics related to women and gender equality.

<https://egesem.ege.edu.tr/>

<https://egesem.ege.edu.tr/wp-content/uploads/2024/09/2023-Faaliyet-Raporu.pdf>

<https://egesem.ege.edu.tr/wp-content/uploads/2025/10/2024-yilifaaliyetraporu.pdf>

EGESEM's duties also include the following:

- Organizing trips focused on gender equality and women's issues as part of training programs
- Measuring the impact of organized training through anonymous surveys
- Increasing the participation of male administrative staff in organized training programs
- Preparing special training programs on gender equality for faculties.
- Providing funding when necessary (including international experts on gender equality)
- Preparing training programs on preventing gender-based violence, including sexual harassment.

12- The duties and responsibilities of the Ege University Gender Equality Officer and Committee are outlined in the Gender Equality Plan to be published by E.Ü. in 2024. The duties and responsibilities defined for the **Gender Equality Officer (GEO)** are as follows:

- The GEO is the coordinator of the Gender Equality Committee.
- The GEO consults with relevant academic and administrative units at Ege University for the implementation of the Gender Equality Committee's actions.

Gender Equality Committee (TCEK)

- The TCEK committee consists of a gender equality officer and academic and administrative representatives from various units of Ege University.
- The committee consists of representatives from the Women's Issues Application and Research Center (EKAM) and the Gender Equality Support and Sexual Harassment Prevention Unit, as well as relevant communities and units.
- The committee meets at least three times a year to monitor the process and decide on priority actions for the following month(s).

Duties and Responsibilities:

- Systematically collect data related to monitoring gender equality.
- Review all institutional documents, procedures, and decision-making mechanisms from a gender equality perspective and make recommendations and regulations based on TCEK.
- Follow up on annual comparative evaluations of collected data.

- Design and develop a mechanism for monitoring and evaluating collected data.
- Evaluate actions, successes, and shortcomings at the end of the period.
- Follow up on updates for the relevant year and TCEK for the following year.
- Plan activities to raise awareness about TCEK and promote gender equality among everyone.
- Follow relevant funding opportunities for gender studies (e.g., national and international foundations, TÜBİTAK, and EU funds).

2. EGE UNIVERSITY GENDER EQUALITY UNITS

The titles and job descriptions of the institutions that work on gender equality are;

- **Application and Research Center of Woman Studies (EKAM):** Ege University Women's Issues Research and Application Center (EKAM) was founded with Ege University Senate's 12/11/1996 dated decree No. 13-9 and Council of Higher Education's 27/08/1996 dated approval, in accordance with by law 1 of Academic Organization Regulation in Universities depending on Ege University Rectorship.
- The aim of the center: To carry out national and international research and studies on women and women's issues from past to present by developing projects in cooperation with private or public institutions and various disciplines, to develop sensitivity towards women's issues, to make publications and to ensure communication between the society and the university.
- **Gender Equality Support and Sexual Harassment Prevention Unit:** The Gender Equality Support and Sexual Harassment Prevention Unit was established to evaluate the related applications and complaints.
- **Ege Women's Studies Community:** A student community established by students within Ege University.

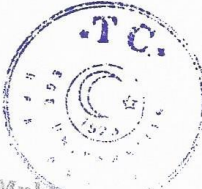
Officials and responsibilities defined for gender equality

- **Gender Equality Officer (GEO)**
 - GEO is the coordinator of the GEP Committee.
 - GEO consults with the relevant academic and administrative units at the EGE University to implement GEP committee actions.
- **GEP Committee**
 - The GEP committee consists of a gender equality officer, academic and administrative representatives from various units of Ege University.
 - The committee consists of representatives from the Application and Research Center of Woman Studies (EKAM) and Gender Equality Support and Sexual Harassment Prevention Unit and relevant communities and divisions.
 - The committee meets at least three times a year to monitor the process and decide on priority actions for the next month(s).
- Duty and Responsibility:**
 - To collect data systematically on gender equality monitoring.
 - To review all institutional documents, procedures and decision-making mechanisms from a gender equality perspective and make recommendations and regulations based on the GEP.
 - To follow up the annual comparative evaluations of the collected data
 - To design and develop a mechanism for monitoring and evaluation of collected data.



4. CONCLUDING REMARKS

- Ege University knows that eliminating all forms of discrimination against women and girls within the framework of gender equality is of great importance not only for human rights but also for accelerating sustainable development and carries out its goals and plans in this direction.
- It supports scientific studies conducted in different units related to gender equality.
- It includes units and centers to prevent violence against women and protect women's rights.
- It provides affordable care opportunities for university staff and students' children.
- It supports the policy of non-discrimination within the framework of gender equality.
- It organizes national and international events related to gender equality, participates in the events and cooperates with institutions and organizations.
- It supports the non-sexualization of professions.
- It carries out academic studies to spread the awareness of gender equality to the public.
- It supports increasing the number of senior academics by considering gender equality.
- It aims to expand gender equality in every unit of the university.


Muhterem ADAK
Genel Sekreter