

SENATE DECISIONS

Date of the Decision: 27/12/2018

Meeting No: 26

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Regarding Erciyes University Gender Equality Attitude Document/2018.026.275 – The subject related to Erciyes University Gender Equality Attitude Document was discussed.

As a result of the discussions, it was decided unanimously to accept Erciyes University Gender Equality Attitude Document as follows.

ERCIYES UNIVERSITY GENDER EQUALITY ATTITUDE DOCUMENT

Goal

This document regulates the principles and measures to be taken by the members of the University in order to ensure gender equality in all activities and practices of Erciyes University.

Legal Basis

This document's legal framework is based on several international agreements, of which Turkey is a party. As a result of international efforts towards the promotion of women's status in 1979 the United Nations General Assembly launched the treaty named the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), with accession by Turkey in 1985. The Istanbul Convention, otherwise known as The Council of Europe *Convention* on preventing and combating violence against women and domestic violence is ratified by Turkey in 2011. Particularly, it was prepared in accordance to our Turkish constitution's Article 10 and the relevant legislation of the General Assembly Decision of the Council of Higher Education on 28.05.2015.

In this document, "Gender" is defined as the *"roles, behaviors, actions and qualifications that are socially constructed and which are deemed suitable for men and women by a certain society"* as mentioned in the Article 3 of the Istanbul Convention. According to the Council of Europe Gender Equality Strategy 2014-2017, 'Gender equality' refers to the *"equal visibility, strengthening, responsibility and participation of women and men in all areas of public and private life"*.

Scope

With this certificate, it is aimed that people with different race, language, religion, gender, skin color, age, nationality, disability and different views will work together in Erciyes University.

Definitions

- a) **Gender:** It is a social construction based on our biological differences that determines socially imposed roles, responsibilities and identities. This is a product of patriarchal ideologies and cultural practices to maintain power-relations between males and

females. It is a form of sexism that is taught by social relations and is determined by social attitudes that can change over time across and within cultures.

- b) Gender Equality:** An individual is not discriminated based on his or her gender in the exercise of rights and freedoms, opportunities, resources and services. It refers to the achievement of equal rights and opportunities irrespective of one's gender. In addition to universal basic human rights, it means equal access to information, resources, services, skills and trainings.
- c) Sexual Harassment:** Refers to a manner of speech, attitude and other forms of behaviour, with or without contact with a person, with or without sexual contact in absence of someone's consent. Regardless of the environment in which the incident takes place, it can be treated as persistently or repeated actions or as a single action of sexual harassment. It is a form of power practice that results from the deep-rooted perception that the female body is weak and vulnerable, and the male body is stronger, so they have some form of entitlement. However, sexual harassment may also occur between the same sex.
- d) Discrimination:** A person is a victim of gender-based arbitrary or unjustified conduct and thus a victim of such discrimination. Because of gender identity or sexual orientation, one person or group, can be victimized by other people in the similar position.

Erciyes University and this document

Within the framework of the principles explained above, it is stated that the members of the university are ready to work to increase their awareness of gender equality and to prepare an effective investigation and enforcement mechanism in case of complaints about discrimination and harassment.

Principles of Gender Equality

In order to raise awareness on gender equality, Erciyes University will organize conferences, meetings and workshops for students and employees. The University works to transform negative practices and approaches and to ensure a gender-friendly environment among all units, members and students within the campus. It aims to channel successful outreach of these activities through public announcements. Erciyes University Women's Studies Research and Application Center (KAÇAUM) carries out this operation and other social equality projects, sometimes in collaboration with universities, public institutions and groups, local government and non-governmental organizations. The university does not tolerate any discrimination against women in their appointments and promotions because of their gender. Erciyes University adopts the prevention and elimination of any forms of violence, sexual harassment and sexual assault.

Together with the university units, employees and students, it adopts universal values such as equality, inclusiveness, respect for human dignity and fair treatment for all individuals and remains true to these principles in practice. In this context, it respects differences and opposes all forms of discriminations.