




**CAPPADOCIA  
UNIVERSITY**  
— Logic - Wisdom - Equality - Tradition —

**GENDER  
EQUALITY POLICY  
DOCUMENT**

Cappadocia University  
MAY 2024

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## FOREWORD

Cappadocia University (KÜN) aims to ensure that all individuals have equal rights and opportunities by adopting a participatory and transparent management approach in education, research, and social contribution activities. In line with this aim, the University commits to taking necessary measures against gender-based inequalities, establishing and promoting a fair working, research, and educational environment, and extending this environment to society within the framework of social responsibility.

The KÜN Gender Equality Policy Document has been prepared to ensure a fair and unbiased working environment within the University, prevent gender discrimination, and maintain this environment. In evaluating staff, criteria such as knowledge, skills, experience, competence, and performance are prioritized. No employee is discriminated against based on gender; gender-based harassment, violence, and discrimination are not tolerated and are promptly investigated and addressed. These processes are managed, monitored, and evaluated through the "Plan, Do, Check, Act" methodology.

The KÜN Gender Equality Policy Document encompasses preventive, corrective, and improvement actions to eliminate all forms of gender discrimination and sexist approaches within the University. It also ensures that all events organized by the University are accessible to everyone, regardless of ethnicity, nationality, religion, disability status, immigration status, age, or gender.


The Rectorate and the Board of Trustees of Cappadocia University support and promote gender equality policies. All academic and administrative units of the University, along with students, alumni, and all external stakeholders, share responsibility under these policies. The KÜN Gender Equality Policy Document serves as a guide for all our internal and external stakeholders in fulfilling responsibilities on gender equality.

Prof. Dr. Hasan Ali Karasar

Rector


Funda Aktan

Chair of the Board of Trustees

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The KÜN Gender Equality Policy Document is based on the United Nations 2030 Sustainable Development Goals (SDGs), with a particular focus on SDG 5, as well as SDGs 4, 11, and 17.



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## 1. MISSION AND VISION OF CAPPADOCIA UNIVERSITY

### Mission

*Cappadocia University's mission is to raise new-generation public opinion leaders that will give a voice to Turkey in the 21st century.*

KÜN considers improving gender equality conditions, eliminating all forms of discrimination against women, and supporting the education of individuals from disadvantaged groups, especially women, as one of its top priorities. The university is committed to promoting equality, diversity, and inclusivity in the workforce and aims to eliminate all forms of discrimination, particularly gender-based discrimination.

### Vision


*Cappadocia University strives to identify scientific solutions to regional, national and global problems, and to transform Cappadocia into an international center of attraction for academic studies.*

At KÜN, the aim is to create a work environment that is open to diverse perspectives, where all ideas are valued equally, and where gender-based discrimination has no place in work and decision-making processes.

## 2. CAPPADOCIA UNIVERSITY'S 2023-2028 STRATEGIC GOALS AND OBJECTIVES FOR GENDER EQUALITY

The following gender equality objectives have been established in Cappadocia University's Strategic Plan:

- ❖ Developing sustainable and inclusive change mechanisms to enhance gender equality awareness within the University, thereby supporting institutional culture and management processes.
- ❖ Adopting a zero-tolerance approach to verbal, physical, sexual, psychological, and/or emotional harassment, establishing open communication mechanisms for reporting any incidents, conducting impartial investigations, and implementing necessary sanctions,
- ❖ Ensuring equal access to promotion opportunities for all employees within the University,
- ❖ Conducting employment practices and procedures transparently and with a gender equality perspective, with regular reviews as needed,
- ❖ Achieving and maintaining a numerical balance in gender representation among staff,
- ❖ Enhancing institutional culture by improving gender equality practices based on feedback received through suggestion and complaint mechanisms within the University,

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- ❖ Raising awareness about gender equality and inclusivity in the workplace among staff, students, and stakeholders,
- ❖ Supporting a balance between professional and personal life for all employees,
- ❖ Implementing structural reforms to ensure merit-based equal representation of men and women in University management structures and decision-making processes,
- ❖ Expanding the scope of academic programs and research policies to systematically integrate gender equality studies into these areas,
- ❖ Establishing comprehensive monitoring and evaluation mechanisms to assess the effectiveness of gender equality practices and regularly follow these processes.

Our University aims to promote gender equality in academic and administrative positions, encourage women leaders in managerial roles based on merit and competence, and foster a balanced structure in education, management, and research to combat gender-based discrimination and biases.

### 3. GENDER EQUALITY ACTIVITIES RESOURCES

Funds are allocated from the Cappadocia University budget to achieve the gender equality objectives outlined in the KÜN Strategic Plan, the KÜN Gender Equality Policy Document, and the gender equality goals specified in this policy.

### 4. GENDER EQUALITY ACTIVITIES IMPLEMENTATION

Cappadocia University has established a Gender Equality Commission to effectively conduct gender equality activities. The commission includes representatives from various academic and administrative units across the university, comprising faculty members from diverse disciplines and stages of academic careers, administrative staff, and student representatives. Appointed by the Rector for a term of three years, the commission is responsible for coordinating the development, implementation, and review of gender equality policies. This structural arrangement allows the university to carry out its activities in this area more comprehensively and systematically, fostering a rich environment for solutions by bringing together perspectives from different disciplines.