İSTANBUL
OKAN ÜNİVERSİTESİ

EQUALITY, DIVERSITY AND INCLUSION POLICY

Istanbul Okan University regards equality, diversity and inclusion as core institutional values and seeks a safe, fair and respectful educational, working and living environment free from discrimination, harassment, bullying and retaliation for all stakeholders. It promotes an inclusive and safe campus based on human rights, legal compliance and ethical responsibility.

Policy Core Actions;

- Protect and develop equality, diversity and inclusion for all stakeholders.
- Prevent discrimination based on race, color, sex, sexual orientation, gender identity, ethnicity, nationality, religion, age, disability, veteran status or similar grounds.
- Adopt zero tolerance of harassment, sexual harassment, bullying and exclusion and develop preventive measures.
- Ensure safe, respectful and inclusive learning and working environments for everyone.
- Protect complainants, reporters and witnesses in discrimination and harassment cases and prevent retaliation.
- Conduct necessary administrative and disciplinary procedures for discrimination, harassment and retaliation under applicable rules.
- Develop and expand education, information and preventive activities against discrimination and harassment.
- Review and improve institutional policies, processes and practices from an equality and inclusion perspective.
- Encourage all stakeholders to contribute to and participate in a respectful, inclusive campus.
- Plan, coordinate and conduct processes to combat discrimination and harassment.
- Monitor effectiveness and continuously improve practices through the PDCA cycle.

