İSTANBUL
OKAN ÜNİVERSİTESİ

EQUAL EMPLOYMENT AND NON-DISCRIMINATION POLICY

Istanbul Okan University regards equality, fairness and non-discrimination as core institutional values in recruitment, employment, working conditions and career development. It seeks an inclusive, fair and safe workplace for employees, applicants and stakeholders and adopts equal-opportunity employment in accordance with human rights, law and ethical responsibility.

Policy Core Actions ;

- Ensure equality and fairness in recruitment, placement and employment and strengthen merit-based practices.
- Prevent discrimination based on language, race, sex, political opinion, philosophical belief, religion, pregnancy or similar grounds and ensure equal opportunities.
- Promote equality in working conditions, duties, career development and separation processes.
- Support equal pay for equal work and equal opportunity and develop related practices.
- Protect individuals reporting discrimination or submitting complaints and prevent retaliation.
- Develop and promote education and information to raise awareness of discrimination and equality.
- Apply and improve equality and fairness in outsourcing and procurement.
- Build an inclusive, respectful and safe workplace culture supported by institutional processes.
- Plan, coordinate and implement equal employment and non-discrimination processes.
- Monitor effectiveness and continuously improve practices through the PDCA cycle.

