

SELÇUK UNIVERSITY

GENDER
EQUALITY
PLAN (GEP)



**SELÇUK
UNIVERSITY**
KONYA - 1908

Selçuk University Gender Equality Plan (GEP)

Section 1: Gender Equality Plan (GEP)

Introduction

Selçuk University has developed a Gender Equality Plan (GEP) to promote gender equality and raise awareness on this issue. This plan aligns with the university's mission, vision, and strategic goals and aims to integrate gender equality into all academic, administrative, and student-related processes. The plan is designed to comply with the standards of the European Research Council (ERC) and other international frameworks.

Objectives of the Gender Equality Plan

The primary objectives of Selçuk University's GEP are:

1. To establish a transparent framework to promote gender equality.
2. To implement measures that ensure fair treatment and equal opportunities for all genders.
3. To regularly monitor and report progress toward gender equality goals.
4. To foster an organizational culture that values diversity and inclusion.

Implementation and Public Accessibility

- **Website Publication:** This document will be made publicly available on Selçuk University's website.
- **Leadership Approval:** The university's senior management will approve and sign the GEP.
- **Annual Review and Update:** The GEP will be reviewed and updated annually.

Actions to Promote Gender Equality

- **Awareness Initiatives:** Workshops, seminars, and training programs on gender equality will be organized.
- **Gender Data Monitoring:** Gender-disaggregated data will be collected and analyzed in recruitment, career progression, and decision-making processes.
- **Inclusive Policies:** Policies encouraging equal representation in recruitment, promotion, and leadership positions will be implemented.
- **Reporting Mechanism:** A clear and accessible mechanism for reporting gender-based concerns and discrimination will be established.

Signatories and Endorsement

This Gender Equality Plan is approved by the Selçuk University Administration and Senate and represents a binding commitment to supporting gender equality principles within the institution.

Section 2: Commitment to Dedicated Resources for Gender Equality

Selçuk University commits to allocating both financial and human resources to support gender equality initiatives. This demonstrates our dedication to creating a balanced and inclusive environment within the institution.

Budget Commitment

- Training programs on gender awareness and unconscious bias.
- Workshops and events promoting gender equality and inclusion.
- Collection and analysis of gender representation data.
- Engagement of gender equality experts or consultants.

Appointment of a Gender Equality Officer

Selçuk University will appoint a Gender Equality Officer responsible for overseeing the implementation of the GEP. This officer will:

- Coordinate and manage gender equality initiatives.
- Monitor and report progress toward gender equality goals.

Establishment of a Gender Equality Committee

A Gender Equality Committee comprising representatives from various departments will be formed to provide guidance and support for the GEP.

Training and Capacity Building

- Gender equality training for all staff and decision-makers.
- Workshops to reduce unconscious biases.
- Inclusive leadership training programs.

Access to Expertise

- Consulting services from gender equality specialists.
- Annual reviews and updates to ensure alignment with best practices.

Monitoring and Reporting

- Collection and analysis of data related to gender representation and participation.
- Preparation of annual gender equality reports.

Section 3: Commitment to Data Collection and Monitoring

Selçuk University is committed to institutionalizing data collection and monitoring mechanisms to achieve gender equality objectives.

Areas of Data Collection

- Representation of staff and students.
- Gender distribution in recruitment, promotion, and leadership positions.
- Gender balance in research projects.
- Participation rates in gender equality training.

Annual Gender Equality Report

- Gender representation data.
- Participation in training and awareness programs.
- Progress toward gender equality goals.

Feedback and Survey Mechanisms

- Surveys to measure staff and student perceptions of gender equality.
- Organization of feedback sessions.

Confidentiality and Data Security

- All data collection activities will be conducted in accordance with privacy and data protection regulations.

Section 4: Commitment to Education and Awareness

Selçuk University is committed to delivering educational programs to raise awareness of gender equality and reduce unconscious biases.

Training Programs and Initiatives

- Mandatory gender equality training.
- Unconscious bias workshops.
- Inclusive leadership training.
- Scenario-based training modules.

Feedback and Evaluation

- Collection of feedback to assess the effectiveness of training programs.
- Continuous updating of training content.

Section 5: Commitment to Work-Life Balance and Organizational Culture

Selçuk University aims to foster a culture that supports work-life balance.

Work-Life Balance Policies

- Flexible working hours.
- Remote and hybrid work options.
- Parental and family leave policies.
- Supportive return-to-work programs.

Promoting Respect and Inclusion

- Regular training on diversity and inclusion.
- Policies encouraging respectful workplace behavior.

Section 6: Commitment to Gender Balance in Leadership and Decision-Making

Selçuk University is committed to achieving gender balance in leadership and decision-making roles.

Targets for Gender Balance in Leadership Roles

- Aiming for at least 40% gender balance in leadership positions.
- Mentoring and leadership development programs.

Gender-Balanced Selection Committees

Ensuring gender balance in recruitment and promotion committees.

Section 7: Commitment to Gender Equality in Recruitment and Career Progression

Selçuk University commits to ensuring gender equality in recruitment and career advancement.

Gender-Neutral Job Postings

- Use of gender-neutral language in all job advertisements.

Structured and Unbiased Interview Processes

- Standardized interview procedures.
- Gender-balanced interview panels.

Section 8: Commitment to Integrating the Gender Dimension in Research

Selçuk University is committed to integrating the gender dimension into research projects.

Gender Analysis Training

- Training researchers in gender analysis.

Gender-Specific Research Questions

- Exploring gender differences in research topics.

Section 9: Commitment to Preventing Gender-Based Violence and Harassment

Selçuk University enforces a zero-tolerance policy against gender-based violence and harassment.

Zero-Tolerance Policy

- Gender-based violence and harassment training for all employees.
- Accessible reporting mechanisms.

Support Services

- Counseling and legal assistance for individuals affected by harassment.

Section 10: Measures Against Gender-Based Violence and Harassment

Objective

Selçuk University pledges to take proactive steps to prevent gender-based violence and harassment.

Key Strategies

- Training programs on gender-based violence and harassment.
- Anonymous reporting mechanisms.
- Prompt and fair investigation procedures.

