

## **Abdullah Gül University Board Policies on Equality and Freedom**

### ARTICLE I – Policy on Discrimination

Abdullah Gül University ensures compliance with Article 10 of the Constitution of the Republic of Turkey, which states that *“Everyone is equal before the law without distinction as to language, race, colour, sex, political opinion, philosophical belief, religion and sect, or any such grounds”* and that *“No privilege shall be granted to any individual, family, group or class. State organs and administrative authorities are obliged to act in compliance with the principle of equality before the law in all their proceedings.”*

As a Turkish Public Higher Education Institution, Abdullah Gül University complies with Article 10 of the Constitution and recognizes all individuals’ rights without discrimination or harassment on the basis of race, colour, creed, religion, gender, national origin, citizenship, ethnicity, marital status, age, disability, sexual orientation, gender identity and expression, or any other status protected by applicable law to the extent prohibited by law. The University prohibits any such discrimination or harassment.

### ARTICLE II – Policy on Gender Equality

Abdullah Gül University ensures compliance with Article 10 of the Constitution of the Republic of Turkey, which states that *“Everyone is equal before the law without distinction as to language, race, colour, sex, political opinion, philosophical belief, religion and sect, or any such grounds”* and that *“Men and women have equal rights”*.

As a Turkish Public Higher Education Institution, Abdullah Gül University ensures that all individuals are treated equally and subjected to the same rights, obligations and regulations, according to Turkish law.

### ARTICLE III – Policy on Disability and Reasonable Accommodation Policy

Abdullah Gül University ensures that individuals are not discriminated against based on their disability or medical conditions, and provides certain accommodations, related to accessibility, class settings and scheduling for people who need them.

#### ARTICLE IV – Policy on Harassment

Abdullah Gül University ensures a positive learning, working and living environment for all individuals. Harassment and assault are a violation of rights and a criminal offense, and will not be tolerated. In case of harassment or assault, the Abdullah Gül University will involve the responsible official authorities and take the necessary steps for a fair evaluation of the harassment or assault event and, if necessary prosecution of the guilty individual(s) by the responsible authorities.

#### ARTICLE V – Policy on Employment and Pay Scale Equity

As a Public university, Abdullah Gül University condemns any discrimination in the workplace or during hiring procedures. The university protects its members reporting discrimination from educational or employment disadvantage and guarantees equivalent rights of workers when outsourcing activities to third parties.

Abdullah Gül University complies with Turkish Law related to State Officials and pays the prescribed State employee wages according to the equitable payment tier system defined by Law for each State official category.

Abdullah Gül University complies with Article 5 of the Turkish Labour Act numbered 4857, which states that *“No discrimination based on language, race, sex, political opinion, philosophical belief, religion and sex or similar reasons is permissible in the employment relationship. Except for biological reasons or reasons related to the nature of the job, the employer must not make any discrimination, either directly or indirectly, against an employee in the conclusion, conditions, execution and termination of his (her) employment contract due to the employee’s sex or maternity. Differential remuneration for similar jobs or for work of equal value is not permissible. Application of special protective provisions due to the employee’s sex shall not justify paying him (her) a lower wage.”*

#### ARTICLE VI – Policy on Forced Labour, Crime, Corruption and Bribery

Abdullah Gül University complies with Article 18 of the Constitution of the Republic of Turkey, which states that *“No one shall be forced to work. Forced labour is prohibited.”* In line with this Constitutional regulation, Abdullah Gül University strictly condemns and shall not engage in forced labour, modern slavery, and human trafficking activities.

Abdullah Gül University complies with the Anti-Bribery and Anti-Corruption policy of the Republic of Turkey and therefore condemns and shall not engage in any act of crime, corruption and bribery.

#### ARTICLE VII – Academic Freedom and Rights

As a Public university, Abdullah Gül University complies with the Constitution of the Republic of Turkey, which guarantees fundamental rights and freedoms for all; such as the freedom of communication, residence and movement, religion and conscience, thought and opinion, science and the arts, press, publication, association and the freedom to claim rights.

Abdullah Gül University commits to guarantee academic freedom, which includes the rights, without restriction, to freedom of teaching, discussion, scholarly and creative work and service, freedom in choosing areas of research and disseminating and publishing the results thereof, freedom to express their personal opinions, freedom from institutional censorship, and freedom to participate in professional or representative academic bodies.