

To whom it may concern,

In December 2019, Bahçeşehir University (BAU) issued a Declaration of Intent stating that it would carry out studies to ensure social gender equality throughout the Institution and prevent all forms of violence and discrimination, especially sexual harassment and violence at work. Following this declaration, the working group, consisting of academics each of whom are experts in their own fields, undertook the mission of developing an egalitarian and inclusive approach in all activities and processes carried out by BAU and started working actively as of October 2020. This working group, which is referred to as the BAU Commission for Equality and Inclusion Studies (BAUEQUAL), has created a work program that it believes shall have lasting results on what can be done about social gender equality, sexual harassment, gender-based violence, workplace violence and violence based on discrimination.

To date, BAUEQUAL has studied local and international models to identify the steps to be taken to create a nonviolent campus and an egalitarian and inclusive education/work environment. It started analyzing data pertaining to the students and employees in order to gain an insight into the current situation of gender distribution at Bahçeşehir University. It also developed a detailed in-house research to identify and respond to the specific needs maps of BAU members. The objective of the aforementioned in-house research was to determine the perceptions and attitudes of BAU staff and students regarding social gender equality, diversity and inclusion. This research is projected to feature as a case study for future institutional policies to be implemented.

BAU acts upon the principle of supporting all activities regarding social gender equality and inclusion at all levels. In this respect, panels, in-house training programs, workshop organizations with student clubs and campus wide activities have been planned. An overview and a specific training program for BAUEQUAL have been implemented in the orientation and life skills education program of the first year students. Social Gender Equality and Social Gender Studies courses are being offered by the Department of Sociology and the General Education Program. Efforts are underway for extending these courses to all students. At the academic level, social gender equality, gender sensitive course design and inclusiveness

trainings have been carried out. BAU supports development-oriented researches, projects and policy studies for promoting social gender equality.

As much as BAUEQUAL attaches importance to preventive education on the way to maintaining a nonviolent campus/workplace, it has its heart set on taking the initiative in terms of deciding which path to follow in case such incidents do occur. In this context, the BAUEQUAL Unit has been established within the university as the authority to which any person can apply to in case they are exposed to any acts or behaviour that fall under the definitions of gender-based violence, discrimination, sexual violence and psychological violence. In line with this objective, the Warrant for the Bahçeşehir University Policies Against Sexual Abuse and Harassment Warrant and Regulations for the Bahçeşehir University Support Unit Against Sexual Abuse and Harassment have been prepared.

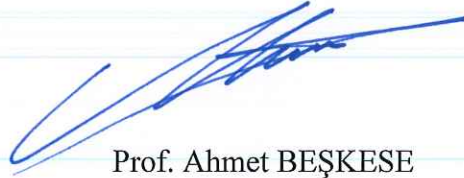
We (hereby) agree, declare and undertake that any solutions that BAUEQUAL may generate using participatory methods shall always form the basis for effective and sustainable practices regarding the University's vision of creating an inclusive, egalitarian and non-violent campus life.



Prof. Şirin KARADENİZ ORAN  
President



Prof. Faik Tunç BOZBURA  
Vice President



Prof. Ahmet BEŞKESE  
Vice President