 <b>ABDULLAH GÜL</b> ÜNİVERSİTESİ	Policy on Preventing Discrimination, Harassment, and Ensuring Equal Opportunity	<b>Doküman No</b>	POL-07
		<b>Yayın Tarihi</b>	17.05.2019
		<b>Revizyon No</b>	3
		<b>Revizyon Tarihi</b>	20.10.2023

### Section 1: Purpose

(1) This policy establishes Abdullah Gül University's (AGU) commitment to maintaining an inclusive, equitable, and secure learning and working environment. **AGU is dedicated to preventing discrimination, harassment, and victimization based on personal attributes such as religion, sexuality, gender, age, disability, or refugee status, while ensuring equal opportunities for all.** AGU strives to create a welcoming space for all community members, including students, staff, and visitors, where diversity and equality are celebrated.

### Section 2: Scope

(2) This policy applies to all AGU students, staff, and third parties involved in university activities. AGU ensures that everyone within its community is treated equitably and that their rights are safeguarded, regardless of their background or individual circumstances.

(3) AGU recognizes freedom of association and the right to collective bargaining as fundamental rights. The university supports employees' rights to organize and engage in collective negotiations to safeguard their working conditions, aligning with AGU's commitment to promoting fair treatment and equity in employment practices.

### Section 3: Policy Principles

(4) AGU is committed to eliminating workplace discrimination of any kind, including but not limited to discrimination based on religion, sexuality, gender, age, disability, or refugee status. All AGU members should experience a respectful and inclusive environment where diversity is valued and equity is a priority.

(5) Beyond preventing discrimination, AGU ensures that all employees have the right to organize and participate in collective bargaining to support fair employment practices. The university upholds fairness in recruitment, retention, and professional development, providing all staff members with equal access to opportunities.


(6) AGU promotes a culture of respect and dignity, where no form of harassment, bullying, or victimization is tolerated. AGU takes proactive steps to eliminate systemic barriers to equity, ensuring that every community member has the opportunity to succeed.

### Section 4: Responsibilities

(7) All members of the AGU community are expected to uphold this policy by fostering an inclusive environment, avoiding discriminatory behaviors, and supporting others' rights to organize and engage in collective bargaining.

(8) AGU leadership and management are responsible for enforcing this policy, promoting awareness of its principles, and cultivating an environment where discrimination is actively discouraged, and staff and students feel empowered to address inequities.

### Section 5: Compliance and Review

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(9) AGU will regularly review this policy to ensure that it aligns with current best practices in inclusion, equity, and respect for labor rights. Complaints of discrimination, harassment, or any breach of this policy will be promptly investigated, with disciplinary actions taken as appropriate.

## **Section 6: Relevant Documents and References**

AGU's dedication to fair employment practices, inclusivity, and sustainability aligns with global standards and national regulations. This policy is supported by a comprehensive framework that includes AGU's membership in the UN Global Compact and its commitment to the UN Sustainable Development Goals (SDGs), particularly SDG 8 (Decent Work and Economic Growth). Relevant documents and frameworks include:

- UN Sustainable Development Goals
- Civil Servants Law No. 657 and Higher Education Law No. 2547
- ILO Conventions
- UN Global Compact
- Human Resource Policy
- Policy on Preventing Discrimination, Harassment, and Ensuring Equal Opportunity
- Non-Discriminatory Admission Policy
- Employment Policy on Forced Labor, Modern Slavery, Human Trafficking, and Child Labor
- Policy on Fair Treatment and Equal Rights for Outsourced Workers
- Sustainable Procurement Policy
- Ethical Sourcing Policy
- Policy on Pay Scale Equity and Gender-Based Pay Gap Elimination

These documents reinforce AGU's commitment to fostering a secure, equitable, and respectful environment for all university community members, advancing both local and global standards for sustainability and human rights. For further details, please refer to each policy within AGU's policy library.

For more information or to provide feedback on this policy, please navigate to the <https://feedback.agu.edu.tr/> on the university website.