

# *Anti-Discrimination And Anti-Harassment Equality, Diversity, And Inclusion Policy*

Istanbul Okan University is committed to providing a fair, equal, and respectful environment for all community members to live, work, and learn. This policy emphasizes our determination to carry out our educational, research, and societal contribution activities while adhering to these principles.

In accordance with legal regulations and university policies, discrimination or harassment based on race, color, gender, sexual orientation, gender identity, ethnicity, national origin, religion, age, disability, or veteran status is strictly prohibited among all stakeholders.

Furthermore, no employee, manager, consultant, guest, student, or supplier shall face restrictions regarding their right to file complaints about discrimination or sexual harassment or to act as a witness in investigations of such claims. Istanbul Okan University prohibits any acts of violence against individuals due to their status as witnesses. Cases of discrimination, harassment, and retaliation will be met with appropriate disciplinary actions, including expulsion from the university.

Istanbul Okan University is committed to promoting equality, diversity, and inclusivity within its community and aims to provide an environment where all individuals feel safe, respected, and valued.

The foundation of Istanbul Okan University's Anti-Discrimination and Anti-Harassment Equality, Diversity, and Inclusion Policy is based on the following national and international legal regulations and principles:

- a) Turkish Constitution: Article 10 of the Constitution
- b) Turkish Labor Law No. 4857: Article 5
- c) Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- d) Occupational Health and Safety Law No. 6331
- e) Turkey's Human Rights and Equality Institution Law No. 6701

Istanbul Okan University is committed to ensuring that all individuals have equal rights and adopts a zero-tolerance policy against discrimination and harassment, thereby guaranteeing a healthy and safe educational and working environment.