



— İSTANBUL —  
OKAN ÜNİVERSİTESİ

# *Equal Employment And Non-Discrimination Policy*

Istanbul Okan University is committed to creating a workplace and academic environment free from discrimination. As a university adhering to the highest ethical and legal standards, it condemns all forms of discrimination in the workplace or during the recruitment process.

The university guarantees that all staff, faculty, and students who report instances of discrimination will not face any academic, professional, or employment disadvantages as a result of their actions. Istanbul Okan University also ensures the protection of equal worker rights in cases of outsourcing and guarantees that external partners comply with the standards of equality and equity.

Istanbul Okan University prohibits discrimination in the workplace based on language, race, sex, political opinion, philosophical belief, religion, or similar grounds, in accordance with Article 5 of the Turkish Labour Act No. 4857. Employers must avoid discrimination against employees in the conclusion, conditions, execution, or termination of employment contracts based on the employee's sex or maternity.

Istanbul Okan University is steadfast in its commitment to this principle and promotes a culture of inclusivity and equality in both academic and professional settings. The university's policies and procedures aim to ensure compliance with Turkish law and to promote gender equality, non-discrimination, and equal pay for equal work.

The Equal Employment and Non-Discrimination Policy of Istanbul Okan University is based on the following national and international legal regulations:

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