



## **CYPRUS AYDIN UNIVERSITY GENDER EQUALITY POLICY**

### **1. Purpose**

Cyprus Aydın University adopts gender equality as a fundamental institutional value and aims to create an equitable, inclusive, and fair environment in its education, research, governance, and community engagement processes. This policy seeks to prevent gender-based discrimination, ensure equal opportunities, and provide a safe and respectful academic environment for all stakeholders.

### **2. Scope**

This policy covers all academic and administrative units of the University, as well as academic and administrative staff, students, and all internal and external stakeholders.

### **3. Principles**

Cyprus Aydın University implements its gender equality policy in line with the following principles:

- Respect for human rights and fundamental freedoms
- Prevention of gender-based discrimination and provision of equal opportunities
- Ensuring equality between women and men in all institutional processes
- Creating an inclusive and safe educational and working environment that supports diversity
- Adopting a zero-tolerance approach towards gender-based violence, harassment, and discrimination
- Promoting the use of inclusive and non-discriminatory language in communication
- Implementing supportive practices for disadvantaged groups
- Raising awareness among all staff and students about the fundamental concepts of gender equality and its impact on professional life

### **4. Strategic Objectives**

Within the scope of gender equality, the University adopts the following strategic objectives:

- Ensuring gender equality in governance and decision-making mechanisms
- Supporting equal representation and equal opportunities in academic and administrative staff
- Upholding the principle of equality in recruitment, appointment, and promotion processes
- Developing policies that support women's academic and administrative career advancement
- Increasing awareness of gender equality in teaching and learning processes
- Encouraging scientific research in the field of gender equality
- Organizing training sessions, seminars, and events to raise awareness among students and staff
- Monitoring and evaluating the implementation of gender equality objectives

## **5. Areas of Implementation**

### **5.1. Teaching and Learning**

- Reviewing curricula from a gender equality perspective
- Supporting courses, seminars, and activities that raise awareness

### **5.2. Research**

- Encouraging scientific studies on gender equality
- Supporting interdisciplinary and international collaborations related to gender equality

### **5.3. Institutional Culture**

- Establishing safe reporting mechanisms against violence, harassment, and discrimination
- Promoting an inclusive and equitable campus environment

## **6. Monitoring and Evaluation**

The implementation of the policy is regularly monitored, evaluated through performance indicators, and improved where necessary. The data obtained are reported and contribute to institutional development.

## **7. Implementation (Execution)**

This policy is implemented by the relevant units under the coordination of the Rectorate of Cyprus Aydın University.