GENDER EQUALITY PLAN (GEP)

Ankara Medipol University

Policy Information

Policy Title: Gender Equality Policy

Policy Owner: Rectorate of Ankara Medipol University

Policy Coordinators:

- Quality and Accreditation Office
- Directorate of Strategy Development
- Academic Unit Quality Committees

Scope of the Policy:
All academic and administrative units, academic staff, administrative staff, and students

Approval and Effective Date: 17.08.2026

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1. Purpose

In line with the fifth United Nations Sustainable Development Goal, **"Gender Equality," Ankara Medipol University** recognises its responsibility to strengthen and mainstream the values and perspectives of gender equality throughout the institution.

This commitment encompasses the creation of an enabling working and learning environment in which academic and administrative staff have equal opportunities irrespective of gender, and in which equal opportunities and balanced gender representation are promoted in managerial and senior leadership positions.

Within this overall framework, the University aims to prevent and eliminate all forms of behaviour, practices, and attitudes that undermine gender equality within its institutional structures and activities.

2. Scope

Ankara Medipol University attaches strategic importance to **gender equality**. This policy document has been developed to demonstrate the University's commitment to ensuring that gender equality is embedded as a core consideration across its activities, practices, and decision-making processes.

The University is committed to fostering an academic and institutional environment founded on the principles of equality, freedom, and justice and free from gender-based inequality, discrimination, violence, and sexual harassment. This commitment extends to creating an environment in which all members of the University community, including staff, students, and external stakeholders, are treated fairly, equally, and with respect.

3. Guiding Principles

In alignment with the **"Gender Equality"** objectives set out under the fifth United Nations Sustainable Development Goal, the **Ankara Medipol University Gender Equality Policy** commits to developing and implementing robust measures to address various forms of discrimination across the following areas:

(a) Employment
(b) Governance
(c) Education and Teaching
(d) Research

Within this framework, **Ankara Medipol University** aims to strengthen its institutional culture by embedding the principles of inclusion, equality, and equal opportunity across all activities and practices relating to employment, governance, education, teaching, and research.

This approach reflects the University's commitment to the Gender Equality Policy and includes the systematic monitoring and assessment of the effectiveness and impact of activities undertaken within its scope.

4. Priority Areas for Action

The Gender Equality Plan focuses on the following priority areas:

4.1 Employment and Career Development

- Promoting gender equality in the recruitment, appointment, and promotion of academic and administrative staff, as well as in representation within decision-making and management positions.
- Encouraging institutional practices that support work–life balance.

4.2 Governance and Decision-Making

- Promoting balanced gender representation within the University's governing and decision-making bodies.
- Supporting equal opportunities for participation in leadership and senior management positions.

4.3 Education and Teaching

- Strengthening the integration of a gender equality perspective into educational programmes and teaching activities.

- Organising training programmes, awareness-raising activities, and events for students and staff on gender equality.

4.4 Research and Scientific Activities

- Encouraging the consideration and integration of the gender dimension, where relevant, in research projects and activities.
- Promoting the collection, production, and analysis of gender-disaggregated data.

4.5 Safe Campus and Institutional Culture

- Strengthening preventive and protective mechanisms to address gender-based violence, harassment, and discrimination.
- Ensuring that reporting, counselling, referral, and support mechanisms are accessible, reliable, and effective.

5. Implementation and Governance

The **Rectorate of Ankara Medipol University** holds overall responsibility for the implementation of the Gender Equality Plan.

The coordination of the Plan shall be carried out by:

- the Directorate of Strategy Development;
- the Quality and Accreditation units; and
- representatives of the relevant academic and administrative units.

These units and representatives shall work collaboratively to support the effective implementation of the Plan across the University.

6. Monitoring, Evaluation, and Review

The implementation of this Gender Equality Plan shall be regularly monitored and evaluated against the defined indicators. Based on the findings of these monitoring and evaluation processes, the Plan shall be reviewed, updated, and further developed as necessary.

The Plan shall be implemented in alignment with Ankara Medipol University's institutional quality assurance systems, with continuous improvement serving as a core principle throughout its implementation and review.

7. Entry into Force

This Gender Equality Plan shall enter into force upon its **approval by the Senate of Ankara Medipol University** and shall apply to all academic and administrative units and members of the University community.