

ANKARA MEDIPOL UNIVERSITY GENDER EQUALITY POLICY

Policy Title	Gender Equality Policy
Policy Owner	Rectorate of Ankara Medipol University
Policy Implementing Bodies	Rectorate Quality Commission Quality and Accreditation Coordination Office Strategy Development Department Technology Transfer Office All Academic and Administrative Units
Policy Scope	All academic and administrative units, academic staff, administrative staff, and students
Approval and Effective Date	
Contact	kalite@ankaramedipol.edu.tr
Website	https://ankaramedipol.edu.tr/universite/kalite-guvencesi/kalite-politikasi/

- The Ankara Medipol University Gender Equality Policy Document, in alignment with the objectives of “Gender Equality” set forth under the fifth Sustainable Development Goal of the United Nations, is committed to developing determined and comprehensive policies aimed at addressing various forms of discrimination within the following areas:
- Ankara Medipol University recognizes gender equality as one of the fundamental values of its institutional culture and is committed to establishing an equitable, inclusive, and fair environment across all areas of its activities.
- The University adopts as a core responsibility the prevention of all forms of direct and indirect discrimination based on gender, the promotion of equal opportunities, and the establishment of a working and learning environment consistent with human dignity.
- It ensures that objective, transparent, and equitable criteria are applied in the recruitment, appointment, and promotion processes of academic and administrative staff.
- It supports balanced and fair representation in decision-making and governance mechanisms.
- It aims to develop practices that support work-life balance and to create a conducive working environment in which all employees can realize their full potential.
- It attaches importance to strengthening a gender equality perspective within educational and instructional activities and to ensuring an inclusive learning environment for students.
- It promotes the integration of the gender dimension into research and scientific activities and supports the development of gender-disaggregated data production and analysis.
- It adopts a zero-tolerance policy towards gender-based violence, harassment, mobbing, and discrimination and recognizes the establishment of a safe campus environment as a primary institutional objective.
- It ensures that application, reporting, and support mechanisms are accessible, reliable, and conducted in accordance with the principle of confidentiality.
- It recognizes respect for diversity and differences as an institutional asset and aims to integrate an equality-based approach into all horizontal and vertical processes of the University.
- It considers the gender equality approach an integral part of its strategic planning, quality assurance, and institutional evaluation processes.

- Accordingly, Ankara Medipol University regards gender equality not merely as a policy statement, but as one of the fundamental pillars of sustainable institutional development and academic excellence.