



## **GENDER EQUALITY, EQUAL OPPORTUNITY AND DIVERSITY POLICY**

We, as Istanbul Aydin University, embrace the gender equality which is an important application area of the sustainable management approach.

*With it's missions such as education, scientific researches, and raising awareness, Istanbul Aydin University aims to develop remedial policies to remove obstacles to women's career development due to prejudices created by established social roles.*

*In the context of realization of gender equality within the institution; equality, inclusiveness, respect for human dignity and diversity are the core values agreed upon for all stakeholders.*

Employees, students and individuals who apply for a job at IAU are evaluated regardless of gender, sexual orientation, ethnic origin, religion, other beliefs, disability or age. The university focuses on gender equality, equal opportunities and diversity issues and conducts systematic studies on these issues. All members of the university have a responsibility to help create a climate of tolerance.

In order to achieve the goals in the field of gender equality, equal opportunities and diversity, the following areas are our focus areas:

- Discrimination
- Equal Opprtunities
- Recruitment And Promotion
- Leadership
- Employee Personal Rights And Working Conditions
- Gender

While the number of our female students is almost the same as the number of our male students, considering the distribution of personnel as of 2019, it's seen that female employment is higher with the rate of 55%. These indicators highlight our commitment to support our rich history built on the foundation of inclusion and our belief that everyone has the right to equal education and employment.

The balance in gender distribution is a fundamental component of our inclusive policy. Particular attention is paid to the follow-up of strategies that promote women's employment in executive positions at our university.