

## **PAMUKKALE UNIVERSITY**

### **GENDER EQUALITY PLAN**

#### **2026-2029**

Pamukkale University places great importance on ensuring gender equality in scientific research and development processes as well as within its institutional culture. The University's fundamental governance approach is based on developing and implementing policies that ensure balance, diversity, and equal rights among female and male academic staff, administrative staff, and students. The Gender Equality Plan aims to overcome, in the medium term, the problems that perpetuate inequality between women and men within the institutional structure.

This action plan covers a three-year period (2026-2029). Its implementation is guaranteed by the University Senate and will be carried out and monitored by the Pamukkale University Women's Studies Research and Application Center (KASUAM) and the Gender Equality Committee. The Plan will be audited and renewed depending on the evaluation of implementation outcomes. Within the scope of the Pamukkale University Gender Equality Plan, the University Senate commits to carrying out university-wide actions in the following areas.

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## **Pamukkale University Gender Equality Policy**

Pamukkale University takes preventive measures to avoid sexist and oppressive practices and violations of rights such as mobbing. In this context:

1. Pamukkale University adopts a zero-tolerance policy against sexist and oppressive practices and violations of rights such as mobbing.
2. Pamukkale University provides regular training to ensure that everyone is aware of sexist and oppressive practices, violations of rights based on unequal power relations such as mobbing, and the effects of these violations on individuals.
3. Pamukkale University ensures that everyone knows these violations constitute criminal acts and that a zero-tolerance policy is applied against them.
4. Individuals serving on Pamukkale University governing boards participate in gender equality training within six months of the start of their term of responsibility.
5. Pamukkale University ensures that the policy document is known by all individuals affiliated with the institution.
6. The policy document is made a component of orientation programs and training activities.
7. A flowchart outlining the steps to be followed in cases of defamation, workplace violence and harassment, and discrimination is made accessible to employees.
8. Meetings are conducted with moderation, and equal speaking rights for participants are guaranteed.
9. The information included in the policy document is converted into training modules, and training on the policy document is provided across all units.

10. The implementation and monitoring of the training activities included in this policy document are the responsibility of the Pamukkale University Equality Commissions, KASUAM, and the relevant academic units.
  11. Individuals, boards, or centers representing Pamukkale University receive training on “Inclusive Institutional Communication,” covering the use of inclusive language in press releases, websites, social media accounts, panels, and similar platforms; ensuring equal speaking time for female and male speakers; achieving gender balance among panelists; and ensuring equal or female-favorable representation on websites.
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## **Pamukkale University Gender Equality Plan – Objectives**

The objectives of the Pamukkale University Gender Equality Plan are as follows:

**Objective 1:** To establish an organizational structure based on gender equality.

**Objective 2:** To increase awareness of gender equality among academic staff, administrative staff, and students at the University.

**Objective 3:** To conduct undergraduate and graduate-level education and training processes in the field of gender equality.

**Objective 4:** To meet the requirements related to providing information on sexual abuse, sexual assault, workplace violence, and harassment; establishing accessible application points; and ensuring other needs in order to secure safe campus life.

**Objective 5:** To carry out activities supporting work-life balance for University staff.

**Objective 6:** To undertake efforts to use gender-sensitive and inclusive language across all tools and platforms used in internal and external communication.

**Objective 7:** To develop architectural program proposals that ensure diversity of spaces with gender equality sensitivity.

**Objective 8:** To carry out monitoring activities.

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## **OBJECTIVE 1: Establishing an Organizational Structure Based on Gender Equality**

### **Actions, Strategies, Responsible Units, Timeline, Performance Indicators**

1. **Defining strategic institutional goals to implement the University’s gender equality policy**
2. Increasing women’s participation at senior management levels.
3. Achieving the critical gender threshold (33%) across all University units.

4. *Responsible Units:* Rectorate, KASUAM, General Secretariat

5. *Period:* 2026–2029

6. *Indicators:* Number of women in senior management; number of women in units.

**7. Establishing and ensuring the effective functioning of the Gender Equality Committee and Equality Commissions**

8. Establishing equality commissions at Rectorate, Faculty/School/Institute, and Department levels to cover the entire University.

9. *Responsible Units:* Rectorate, KASUAM, Faculties/Schools, General Secretariat

10. *Period:* 2026

11. *Indicators:* Appointment documents and activity reports of Faculty Equality Commissions.

**12. Adopting a gender-equality-based approach in all decision-making mechanisms**

13. Ensuring transparent appointment criteria free from gender-based discrimination.

14. Ensuring gender-balanced composition (e.g., the 33% critical threshold) in all academic, administrative, and ethical bodies, juries, and selection committees.

15. *Responsible Units:* Rectorate, KASUAM, General Secretariat

16. *Period:* 2026–2029

17. *Indicators:* Number of women appointed in academic and administrative bodies.

**18. Eliminating the glass ceiling in professional advancement and managerial representation of female staff**

19. Identifying quantitative data on representation of women and men in middle and senior management and all boards.

20. Developing leadership training programs for women, including planning, monitoring, mentoring, and training.

21. *Responsible Units:* Rectorate, KASUAM

22. *Period:* 2026–2029

23. *Indicators:* Research reports on barriers to women's representation; number of participants in women's leadership programs.

**24. Dissemination of the Pamukkale University Gender Equality Plan**

25. Organizing a meeting with representatives from all University units.

26. *Responsible Units:* Rectorate, KASUAM

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## **OBJECTIVE 2: Increasing Awareness of Gender Equality Among Academic Staff, Administrative Staff, and Students**

### **1. Providing Gender Equality training to academic and administrative staff**

2. Delivering train-the-trainer programs.
3. Collecting evidence of internal training delivery.
4. Making participation mandatory once a year.

### **5. Raising awareness among academic and administrative staff**

6. Preparing informational posters, brochures, booklets, infographics, and videos.
7. Producing media content highlighting success stories of women.

### **8. Raising awareness among students regarding gender equality and violence**

9. Providing training to student communities.
10. Encouraging gender-equality-focused student activities.

### **11. Supporting projects related to gender equality**

12. Supporting research projects and theses through BAP.

### **13. Supporting social responsibility projects related to gender equality**

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## **OBJECTIVE 3: Conducting Undergraduate and Graduate Education in Gender Equality**

### **1. Ensuring the inclusion of Gender Equality courses**

2. Offering courses as compulsory or elective; alternatively, organizing seminars, workshops, and events.

### **3. Establishing an interdisciplinary graduate program in gender equality and women's studies**

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## **OBJECTIVE 4: Ensuring Safe Campus Life**

- Adopting a zero-tolerance policy against sexual harassment, sexual assault, mobbing, and defamation.
- Providing accessible reporting mechanisms and support services.
- Employing female security staff and establishing an Equality Hotline.

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## **OBJECTIVE 5: Supporting Work–Life Balance for University Staff**

- Promoting standard working hours.
- Encouraging shared family responsibilities.
- Supporting flexible working arrangements.
- Increasing capacity for the care and education of employees' children aged 0–5, prioritising staff members, and ensuring that the fee does not exceed 50% of the net minimum wage.

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## **OBJECTIVE 6: Using Gender-Sensitive Language in All Communication**

- Preparing and disseminating an inclusive language guide.
- Providing training to administrative staff.
- Ensuring inclusive language and visuals across all communication channels.

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## **OBJECTIVE 7: Developing Gender-Sensitive Physical Spaces**

- Improving lighting and campus safety.
- Ensuring adequate facilities (restrooms, nursing rooms, parking spaces, etc.).

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## **OBJECTIVE 8: Monitoring Activities**

- Collecting and analyzing gender-disaggregated data.
- Monitoring the effectiveness of mechanisms addressing violence and harassment.
- Preparing annual Gender Equality Reports.

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This document constitutes the English translation of the Pamukkale University Gender Equality Plan (2026–2029).