

DÜZCE UNIVERSITY
GENDER EQUALITY ACTION PLAN (DU-GEP)
-2023-2027-

The Düzce University Senate unanimously decided to accept the “Düzce University Gender Equality Action Plan (DU-GEP) on 30/03/2023 and numbered 2023/43.

Basis: The bases of this Action Plan are Article 10 of the Constitution, E-55726039-740-226921 numbered letter of the Scientific and Technological Research Council of Turkey and the Higher Education Council's articles on the Gender Equality Plan (GEP) as an Eligibility Criterion under the Horizon Europe Program numbered E-95916564-720-28161.

Purpose: It is committed that the "Düzce University Gender Equality Action Plan" will be carried out with the assurance of the Senate and the approval of the Rector with all units of the University until the end of 2026.

It is our University's responsibility to constitute and to offer equal and free opportunities and to ensure diversity in academic life to all academic staff at our university during the entire duration of their employment. As one of the universities that carry out academic studies at the national and international level according to its vision and mission, Düzce University's management policy and academic understanding will be to develop and implement an effective policy that excludes gender discrimination in all academic fields and ensures equality, balance and diversity among the genders. The Gender Equality Action Plan, prepared in this direction, is a guide for solving problems that may cause inequalities between male and female academic staff in the institutional structure in the medium term.

In order to establish gender equality at the institutional level at our university, we will: bring qualified, competent and meritorious academics into the academic world by taking into account academic equality at all levels; pave the way for the managerial leadership of women academicians and provide a balanced structure in the fields of science and research that seem to be relatively unreachable to either women or men. These central actions have been planned in line with the following objectives:

Objective-1: Ensure the existence of role models for male and female academics and administrative staff in each unit in order to prevent gender-biased business and professional perception, to establish and strengthen the perspective of gender equality in the University, to provide information in order to raise awareness and sensitivity in this direction, and establish information networks.

For this purpose, due diligence will be carried out in order to create a University climate that will support respect for gender diversity in different branches of the University; priority will be given to sharing information that will constitute this climate, increasing practices that set positive examples.

Measures, Actions, Activities

- Report the gender distribution of the current number of employees in the units,
- Ensure that there are male and female academicians in each department/academic unit,
- Raise awareness of the individual and institutional rights and responsibilities of the administrative and academic staff in line with the equality of women and men, so that the task is not imposed on one gender in administrative duties,
- Encourage a gender equality perspective that is integrated into faculty and department goals and objectives,
- Give courses that will bring a gender equality perspective specific to the fields, adding modules to existing courses and provide the preparation of course materials and content,
- Make the presence of women visible in the establishment of relationships between society and science and in the management of innovation processes, on an institutional and social scale,
- Regularly prepare reports containing cultural and academic indicators of the university in terms of equality between men and women and announce them to the public and stakeholders of Düzce University,

- Organize platforms and events where the experiences of senior university scientists and women researchers who have achieved success in their careers will share their experiences with the university and public,
- Düzce University's efforts to achieve equality between men and women will be a model for other universities; the provision of support from the Council of Higher Education and the Ministry of National Education will be fulfilled.

Objective-2: Ensure the balance of gender equality in the Appointment and Promotion processes of Düzce University, to bring the perspective of gender equality as a managerial priority at the level of the administrations of various units and to strengthen the presence of women academics in high-level academic positions.

For this purpose, supporting the University's gender equality policies and actions is of vital importance for women academics to integrate their own assets with organizational culture into the management policies and strategies of the university at all levels. Thus, an institutional program will be created that will make the academic careers of the young generation of academics sustainable. The increase in women's progress towards managerial positions will lead to the strengthening of gender equality practices, creating successful role models and creating a basis for disseminating information about appropriate managerial positions in which women will be employed.

Measures, Actions, Activities

- Carry out activities to implement and coordinate the Women-Men Equality Action Plan in order to increase the awareness of decision-making managers by participating in the training on gender equality in the appointment and promotion processes,
- Monitor the gender equality policies and practices of the university and the distribution of university resources in terms of gender equality, ensuring regular information flow to the university administration in this direction,
- Determine the needs of faculties and departments in the name of gender equality and develop recommendations, follow the improvements made in this direction and announce them to the faculty, staff and students at the University,
- Prepare an executive development program focused on supporting the employment of female faculty members in managerial positions; This will show the strategies and

methods for women to cope with various obstacles in academic life, as well as to provide consultancy on how and with what contributions they will be included in the administrative policies of the University,

- Take care to inform women faculty members about the situation by announcing vacant administrative positions to them,
- Support the career planning of the female and male faculty members of the university with advisors/coaches (mentors) and organize informative activities and workshops about academic promotion processes and applications.

Objective-3: Strengthen institutional resources and support for all academic staff with an understanding based on gender equality at the university; taking preventive actions to prevent sexist, oppressive, discriminatory practices and violations of rights such as intimidation and harassment.

For this purpose, the University will accelerate efforts to find sources of financial support for male and female academics, manage the measures and various activities taken to prevent rights violations and show no tolerance.

Measures, Actions, Activities

- Embolden various applications for faculty members to benefit from scholarships, research support, research funds,
- Support the use of research funds for young academics by strengthening the coaching/mentoring approach for male and female academics at the beginning of their doctoral and post-doctoral academic life,
- Provide assistance for male and female academics in order to achieve a balance between work and family life, and develop and recommend facilitative practices for faculty members living with family members,
- In order to ensure a safe life on campus, it will be ensured that the support unit will be made available to employees and students in cases of defamation, intimidation, sexual harassment and discrimination.

Responsible and Executive Units

In fulfilling these purposes, all relevant units in our University, which will work in cooperation with the coordination of the Rectorate, Düzce University Women's Studies Application and Research Center (WSARC), Department of Health, Culture and Sports and other Departments will work to strengthen their working style and functionality.

Conclusion

In conclusion, by the end of 2026, "Düzce University Gender Equality Action Plan" will be binding for all units of the University, with the Assurance of the Senate and the Approval of the Rector, for each unit. The principles of this action plan, and the aims, actions and activities will be carried out by the responsible and relevant units within the framework of the implementation period.