



KARADENİZ TECHNICAL UNIVERSITY - ANTI-HARASSMENT POLICY -

PURPOSE OF THE POLICY

This policy has been prepared to ensure that all students, academic and administrative staff are in a safe and respectful environment within Karadeniz Technical University (KTU), to prevent all forms of sexual, psychological, physical or digital harassment, and to provide effective support to victims. The policy takes a zero-tolerance approach to harassment; While subjecting perpetrators to severe sanctions in accordance with disciplinary regulations, it aims to protect victims, ensure access to counseling and legal support, and create a culture based on gender equality.

RELEVANCE OF THE POLICY

Relevant Sustainable Development Goals (SDGs): This policy is primarily related to the following goals of the United Nations Sustainable Development Goals.

- SDG 3: Healthy Individuals
- SDG 4: Quality Education
- SDG 5: Gender Equality
- SDG 10: Reducing Inequalities

Relevant Metrics:

- UI GreenMetric
- THE Impact Rankings

SCOPE OF POLICY

This policy covers activities related to monitoring, identifying, preventing all kinds of harassment and carrying out the necessary criminal proceedings in all units and areas of KTU.

Target Audience: Employees in all academic and administrative units, students, contracted staff, visitors and all stakeholders participating in university activities are among the target audience of this policy.

Application area: The principles of this policy are applied in all campuses and units used by the university, online (social media, distance education, etc.) and offline areas, meetings, congresses, etc. organized or supported by KTU.

BASIC PRINCIPLES AND LEGAL BASES

KTU adheres to the following basic principles regarding its anti-harassment policy:

- **Zero Tolerance and No Discrimination:** All forms of harassment and assault are strictly prohibited. There is no discrimination based on race, sex, sexual orientation, disability, age, religion or any other personal characteristic.
- **Preventive and Supportive Approach:** Considering that the policy document against sexual harassment and sexism has been prepared and is about to come into force, awareness activities and prevention activities are carried out before harassment cases occur; Within the scope of the "Safe Campus" project, technological solutions such as the Emergency Support application are developed.
- **Privacy and Trust:** Reports of harassment are kept confidential; the safety and privacy of victims are protected.
- **Victim-Focused Support:** Victims are provided with access to psychological counseling, legal assistance, and health services; necessary facilities are provided in academic and administrative processes.
- **Training and Awareness:** Anti-harassment trainings, seminars, and workshops are organized to increase the level of knowledge of all stakeholders on the subject.



- **Legal and Disciplinary Processes:** According to the provisions of the Higher Education Law No. 2547, the Turkish Penal Code No. 5237, the Law No. 6284 and the KTU Disciplinary Regulation, acts of sexual harassment are serious disciplinary offenses and are subject to criminal sanctions.

RESPONSIBILITIES AND ROLES

Implementing Units

- **Personnel Department and Student Affairs Department:** Ensures that harassment reports are handled in accordance with the procedure and that victims' demands are met. It notifies the rector's office of the necessary complaints. Follows the investigation processes.
- **Women and Family Studies Application and Research Center (KAÇAUM):** Prepares training programs on gender equality, harassment and assault; increases awareness of the society and students and coordinates the activities of the support unit.
- **Protection and Security Branch Directorate:** Ensures campus security; intervenes in emergencies and cooperates with law enforcement officers when necessary.
- **Legal Consultancy:** Ensures that investigations are carried out in accordance with the law on behalf of the university in the execution of legal processes.
- **Department of Health, Culture and Sports:** Provides psychological support to victims and witnesses of harassment with its psychological counseling and guidance unit; organizes post-traumatic care services.

Monitor Units

- **Rectorate and Senate:** Gives official approval of the policy and conducts necessary audits. It ensures that the objectives of the policy are achieved in accordance with institutional priorities.
- **Institutional Development and Planning Coordination Unit (KGPK):** Keeps policy-related data under record. It aligns policy with corporate strategy. Reports by associating them with the strategic plans and activities of the university.

APPLICATION STEPS

1. **Policy enactment:** Policy documents against sexism and sexual harassment are designed and implemented.
2. **Determination of the Support Unit:** The application process and places of the victims against harassment and assault are determined, the physical space, relevant personnel and secure application channels (phone line, e-mail, Emergency Support mobile application) are shared with internal and external stakeholders within and outside the university.
3. **Training and Awareness Programs:** Mandatory anti-harassment training courses are organized for students and staff at the beginning of each academic term; seminars and workshops on gender equality and safe campus are held.
4. **Notification and Intervention Process:** When a harassment report is received, the persons and units in charge initiate the process and contact the victim. It determines safety and health needs, informs the relevant units, and initiates disciplinary and legal processes. All processes are carried out with the principle of confidentiality.
5. **Monitoring, Reporting, and Improvement:** Indicators such as the number of notifications, resolution times, disciplinary actions, and participation rates in trainings are monitored annually. The results are tracked, and the policy is renewed when necessary.

PERFORMANCE INDICATORS

Indicator	Goal	Source of Verification
Number of anti-harassment trainings/seminars	Conducting at least 1 seminar per year	KAÇAUM activity reports



Use of notification channels	Record 100% of all harassment reports and respond within 15 working days at the latest	Support reports
Time to conclude disciplinary processes	Conclusions of 90% of reported cases within 60 days	Legal Consultancy and Disciplinary Board reports
Harassment and gender equality awareness level in awareness surveys	At least 80% of respondents should be aware of policies and support channels by 2028	KAÇAUM surveys

AUDIT AND REPORTING

- **Monitoring Frequency:** Performance indicators are evaluated annually; relevant indicators are regularly monitored by the relevant responsible units every year. The changes in the values in the indicators during the year are determined and necessary measures are taken in a timely manner.
- **Reporting Frequency: Annual** data are recorded in KTU Sustainability Reports within six months following the end of the relevant year and shared with the public on the university's website. Four-year data is compiled to form an input for the next strategic planning period. In addition, the relevant data obtained each year is reported to UI GreenMetric and other international sustainability indices.
- **External Verification:** Participation in national and international certification programs is provided to certify the performance of the university within the framework of the relevant indicators. The decision on the participation program is taken by the senate. The implementation and effects of the policy are verified through audits carried out by independent organizations.
- **Revision Conditions:** In case 60% of the targeted values of the determined performance indicators cannot be reached for two consecutive years or in case of changes in national/international legislation; the policy is reviewed by the implementing units, revision proposals are prepared, and the policy is submitted to the senate for approval again.

EFFECTIVE DATE

This policy comes into effect from the date it is approved by the KTU Senate. University units are obliged to comply with and implement the provisions of the policy.