

## KARADENİZ TECHNICAL UNIVERSITY

### - WOMEN'S ACCESS PROGRAMS POLICY -

#### PURPOSE OF THE POLICY

This policy has been prepared to increase the active participation of women in education, research and career processes at Karadeniz Technical University and to provide access programs for women. The policy contributes to the empowerment of female students, female graduates, prospective female students, and academic and administrative staff in higher education processes through mentoring, scholarships, career counseling, academic support mechanisms, and gender awareness programs.

#### RELEVANCE OF THE POLICY

**Relevant Sustainable Development Goals (SDG) Criteria:** This policy is primarily related to the following goals from the United Nations Sustainable Development Goals;

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

#### Relevant Metrics:

- THE Impact Rankings
- UI GreenMetric
- CoHE Gender Action Plan

#### SCOPE OF POLICY

This policy focuses on the activities of improving the access of female students, female prospective students, academic and administrative female staff to education, research, career and social life.

**Target Audience:** Female students, female prospective students, academic and administrative female staff, female graduates are among the target audience of this policy.

**Application Areas:** The principles of this policy are applied in university campuses and campuses, faculties, institutes, research centers, social and cultural units, career support units, national and international collaborations, internship/career programs.

#### BASIC PRINCIPLES AND LEGAL BASES

KTU adheres to the following basic principles regarding its policy of access programs for women.

- **Equality and Equal Opportunities:** Women 's access to education and career processes is supported, and additional opportunities are provided for disadvantaged groups.
- **Increasing Participation:** Incentive mechanisms are implemented to strengthen the representation of women, especially in STEM fields.
- **Mentorship and Support:** Guidance, scholarship, and counseling services are developed to meet the needs of women in academic, social, and career development.
- **Transparency:** Access conditions of programs are clearly announced, and all processes are auditable and reportable.
- **Sustainability:** The effectiveness of the programs is regularly measured, and improvements are made according to the results obtained.
- **Legal Bases:** It is based on the Civil Servants Law No. 657, the Higher Education Law No. 2547, the YÖK Gender Action Plan laws and regulations.



## RESPONSIBILITIES AND ROLES

### Implementing Units:

- **Women and Family Studies Application and Research Center (KAÇAUM):** Coordinates the academic and social dimensions of activities aimed at strengthening women's access to education, research and career processes within the scope of this policy. The center develops support mechanisms for the needs of female students, academic and administrative staff by organizing awareness programs, seminars, research and trainings focused on gender equality. In addition, it provides guidance in the design of mentoring, consultancy and outreach programs to be implemented throughout the university and takes an active role in the monitoring and reporting of these programs.
- **Registrar's Office:** Within the scope of this policy, it ensures that female students are supported equally and transparently in all administrative processes from university entrance to graduation. It develops practices that will strengthen women's access opportunities in application, registration, scholarship, exchange programs and graduation procedures. In addition, it undertakes the duties of announcing special support programs provided for female students, facilitating application processes, and collecting and reporting the necessary data.
- **Career Center:** Within the scope of this policy, it supports female students and graduates to access equal opportunities in career planning, internship, employment and professional development processes. It organizes trainings, workshops and mentoring programs to increase the representation of women, especially in STEM and leadership fields. Additionally, it diversifies career opportunities for women by collaborating with the business world, provides career counseling services, and contributes to the sustainability of the policy by reporting the data obtained.
- **Department of Health, Culture and Sports (SKS):** Within the scope of this policy, it ensures equal access to health, social, cultural and sports activities for female students, academic and administrative staff. It provides health services, psychological counseling and guidance support for women; develops programs to increase the active participation of women in cultural and sports activities. It also collects, analyzes and reports the participation data of female students and staff in health, social, cultural and sports activities.

### Monitoring Units and Responsibilities:

- **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):** Responsible for aligning the implementation of women's access programs with strategic goals, performance indicators, and budget planning. It establishes the necessary monitoring and evaluation systems to measure the effectiveness of the policy, collects and analyzes relevant data. Additionally, it reports performance indicators on policy implementations in annual reports, ensuring transparent information flow to senior management and relevant stakeholders.
- **Research Coordination Office:** Monitors the academic and research dimensions of the activities and practices carried out within the scope of the policy, collects, analyzes and reports data on performance indicators. Develop suggestions for improvement when necessary. The Sustainability Unit provides the necessary data for sustainability indices such as UI GreenMetric and THE Impact Rankings.

## APPLICATION STEPS

1. **Initial Inventory and Goal Setting:** A basic inventory for policy is created by analyzing the current education, research, career and social life access status of female students, prospective students and female academic and administrative staff at the university. On the basis of this inventory, measurable goals are set for scholarship, mentoring, career counseling, and gender awareness programs.



- 2. Planning and Design:** During the planning and design phase, programs are designed to support equal access to women's education, research, and career processes in the light of initial inventory data. Coordination is ensured between relevant units, and an implementation calendar is created to increase scholarship, mentoring, career counseling, and STEM participation.
- 3. Access Policies Defining Activities:** Specific activities that will increase women's access to academic and social life are identified. In this context, scholarship and mentorship programs, career counseling opportunities, incentives to increase women's representation in STEM fields, and gender equality trainings are defined.
- 4. Access Policies Implementation of Activities:** Determined scholarships, mentoring and career support programs, STEM incentives and awareness trainings are implemented throughout the campus. Active participation of female students and staff is ensured; applications are coordinated by the relevant units and necessary support is provided.
- 5. Education and Social Awareness:** Seminars, workshops, and training programs are organized for academic and administrative staff, students, and alumni to raise awareness of gender equality. These activities are planned to support the empowerment of women in their education and career processes.
- 6. Monitoring, Reporting, and Improvement:** The programs and activities carried out are regularly monitored within the framework of determined performance indicators. As a result of the annual evaluations, necessary corrections are made in policy implementations and processes are improved in areas where the targets cannot be achieved. Progress and experiences are shared with all internal and external stakeholders.

## PERFORMANCE INDICATORS

Indicator	Goal	Source of Verification
Number of female students receiving scholarships annually	By 2030, at least 40% of female students receive scholarships	SKS Data
Number of female students participating in the mentoring program	At least 40% of the female population at universities to participate in programs by 2030	KAÇAUUM Reports Career Center Reports
Number of female students benefiting from career counseling services	At least 40% of female students at the university will benefit by 2030	KAÇAUUM Reports Career Center Reports
Number of female students enrolled in STEM programs	At least 40% of female students at the university are enrolled by 2030	KAÇAUUM Reports Career Center Reports
Number of seminars, workshops and trainings organized	At least 4 activities per training period	KAÇAUUM Reports Career Center Reports

## 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; It is 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 in order to certify the performance of the university within the framework of the relevant indicators. The participation program and decision are taken by the senate. The implementation and effects of the policy are verified through audits to be 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.