

6. Ankara Hacı Bayram Veli University

6.1. Legislation, Curricula, Policy, Stakeholder Analysis

Data collection is done by monitoring gender equality in the context of LGBTI+ rights in universities; thus, the Regulations, Directives, Coordination Offices, Commissions, Boards, Research and Implementation Centers, Principles and Procedures, university mission and vision, Strategic Plans, Activity Reports, ECTS information package and academic data management system (AVESIS) available at the Ankara Hacı Bayram Veli university web site were examined thoroughly.

	<i>INDICATOR</i>	<i>SCORES</i>			<i>Findings</i>
		0	1	2	
<i>Indicators for Discrimination Against LGBTI+ People in Universities</i>	1. LGBTI+ Rights and Gender Equality in Academic Activities in Universities				5/10
	1.1. The number of compulsory courses on gender and in the context of LGBTI+ rights at all levels of education (associate, bachelor, master, PhD)	1			Two (2) compulsory courses having a keyword in the course title
	1.2. The number of elective courses on gender and in the context of LGBTI+ rights at all levels of education (associate, bachelor, master, PhD)	2			192 elective courses having a keyword in the course title
	1.3. Academic activities on gender equality in the context of LGBTI+ rights in universities	0			1 academic publication
	1.4. Number of gender and women's studies departments in universities	1			
	1.5. Number of gender and women's studies centers in universities	1			Women's Studies Research and Implementation Center
	2. Campus Climate for LGBTI+ People				1/10
	2.1. Number of LGBTI+ solidarity/research clubs in universities	0			
	2.2. The status of the LGBTI+ Community in universities (official/unofficial/in the process of officialisation)	0			
	2.3. The number of activities specific to LGBTI+ people in universities	0			
	2.4. Number of Pride Week/Month events on campuses	0			
	2.5. Number of March 8th (International Women's Day) events on campuses	1			3 events
	3. LGBTI+ phobic and gendered stereotypes in universities				0/8
	3.1. Number of campaigns and informative materials to promote gender awareness in the context of LGBTI+ rights	0			

3.2.	Number of trainings and seminars on gender equality in the context of LGBTI+ rights tailored for and delivered to university members, especially the academic staff and the administrative board	0	
3.3	Number of declarations in accordance with gender equality in the context of LGBTI+ rights in the statements available on university websites	0	
3.4	Number of reports on gender equality to be examined in the context of LGBTI+ rights published by universities	0	
SCORE		6/28	

Ankara Hacı Bayram Veli University Women’s and Family Studies graduate program and Women’s Studies Research and Implementation Center Directive are available. In the Women’s Studies Research and Implementation Center Directive,²⁵ the objectives of the center are merely linked with the place of women in society, yet, the word ‘gender’ is not used.

The curriculum review revealed that the courses to have the keywords in their title mostly involve the courses titled ‘women and gender’. Thus, having 78 women, 48 gender and 34 human rights related elective courses; the vast majority of the courses that fall in the scope of this research are delivered by the Women’s and Family Studies Graduate Program in the university.

	<i>INDICATOR</i>	<i>SCORES</i>			<i>Findings</i>
		0	1	2	
<i>Access to LGBTI+ Rights in Universities Indicators</i>	1.	Gender Equality in the Context of LGBTI+ Rights in University Legislation, Directives and Policy Papers			1/12
	1.1.	Number of regulations and directives referring to / cite from CEDAW and Istanbul Convention	0		
	1.2.	Number of references/citings to concepts such as “gender” and “sexual orientation”, “gender identity” in Legislation, Directives and Policy papers	0		
	1.3.	Number of regulations, directives and policies referring to the Sustainable Development Goals, 5th objective	0		
	1.4.	Number of regulations supporting gender equality	0		
	1.5.	Number of anti-discrimination policies of universities on gender, gender identity and sexual orientation	1		Student Clubs Establishment and Operations Directive
	1.6.	A clear and direct indication of means to Change one’s Name Change on Diploma/ Graduation Certificates	0		

25 Ankara Hacı Bayram Veli University Women's Studies Research and Implementation Center Directive. Official Gazette Dated: 12.04.2020; Official Gazette Numbered: 31097.

2.	Universities' activities and collaboration with NGOs to draw attention to TCE	0/4	
2.1.	Number of campaigns, joint work, activities, collaborations with NGOs as well as the number of diversity (diversity of institutions, diversity of partnerships) in the context of the TCE here	0	
2.2.	Number of models designed and implemented with NGOs	0	
3.	Institutionalization of the Fight against Violence and Harassment in Universities: CTS Units	1/10	
3.1.	Number of active CTS units in universities	0	
3.2.	Clear and direct indication of the ways of applying to CTS units at universities	0	
3.3.	A university-website with information on CTS units available	0	
3.4.	Available content in CTS units on referral, assisting access to justice, providing psychological support, etc.	0	
3.5.	Number of trainings and/or seminars delivered on harassment and mobbing issues, etc.	1	2 events
SCORE		2/26	

In the Regulation of the Human Rights Research and Implementation Center²⁶, “*raising awareness of disadvantaged groups on human rights and implementing supportive scientific and academic activities aimed at ensuring access to human rights*” are also stated among the goals of the Center. Still, none of the reviewed documents contain any regulation or directive that refer to concepts such as “LGBTI+” and “gender”, and referring to the No. 5th, No. 10th and/or No. 16th of the United Nations Sustainable Development Goals.

Considering the anti-discrimination policies of Ankara Hacı Bayram Veli University regarding gender, gender identity and sexual orientation, although “respecting fundamental rights and freedoms” and “sensitivity to all kinds of discrimination” can be listed among the main values of the university, no respective action is recorded in policies and legislation. The Directive on the Establishment and Operations of Student Clubs²⁷ is linked with the expression “compliance with general morality”, although the necessity for activities and posters of student clubs not support any language, religion, race, sect, political, philosophical thought and discrimination is indicated in the document.

Merely 2 violence-oriented events were conducted in the university, where no direct training or seminar on harassment and mobbing related issues are rendered. Detailed information on the types of violence is provided in two activities; i.e. Anatomy of Violence (2020) and “Multidimensional Effects of Violence and the Fighting with Violence against Women” Women’s Studies Centers Cooperation Symposium (2021).

²⁶ Ankara Hacı Bayram Veli University Human Rights Research and Implementation Center Directive. *Official Gazette Dated: 12.04.2020; Official Gazette Numbered: 31097.*

²⁷ Ankara Hacı Bayram Veli University Student Clubs Establishment and Operations Directive, Senate decision dated 05/08/2021 and numbered 2021/73.

6.2. LGBTI+ Rights Scale

A total of 71 members of Ankara Hacı Bayram Veli University participated in the study, including 57 students, 10 academic staff as well as 4 graduates after 2016. 19 questions listed in the LGBTI+ Rights Access Scale were posed to a total of 71 participants, and findings derived from analysing participants' responses to 5 point (1-5) likert-type questions are provided below. The findings shown below are derived through translating participant response averages into 100 value system.

Ankara Hacı Bayram Veli University Access to LGBTI+ Rights Scale Scores

1	LGBTI+ rights are freely advocated in the university.	38.16	Organization and Advocacy	36.94		
2	LGBTI+ rights related activities are freely carried out in the university.	31.09				
3	LGBTI+ themed activities are freely conducted in the university.	29.33				
4	LGBTI+ students at the university can gather to advocate LGBTI+ rights.	43.92				
5	LGBTI+ people can get organized in the context of student clubs at the university.	41.12				
6	Pride Marches are organized freely at the university.	28.35				
7	LGBTI+ people express themselves freely in student clubs.	46.60				
8	Classrooms are safe for LGBTI+ people.	46.27	Safe Space	45.52		
9	Communal/shared spaces (i.e. cafeterias, canteens, libraries, study halls, laboratories, restaurants, sports facilities and other spheres of socialization) are safe for LGBTI+ people.	45.72				
10	Administrative buildings are safe for LGBTI+ people.	44.57				
11	The university administration has knowledge on LGBTI+ rights.	26.54	Perception and Attitude of The members of the University	28.67		
12	The administrative staff has knowledge on LGBTI+ rights.	27.69				
13	University security staff has knowledge on LGBTI+ rights.	20.56				
14	The university administration pursues gender equality when communicating with students.	33.88				
15	Administrative staff pursues gender equality when communicating with students.	34.81				
16	University security staff pursues gender equality when communicating with students.	28.56				
17	Students has knowledge on LGBTI+ rights.	50.88				
18	Students pursue gender equality in inter-student communications.	50.28	Peer Behaviour	52.08		
19	In friend circles, LGBTI+ issues are discussed in a positive atmosphere.	55.10				
			TOTAL	40.80		

As seen in the above table, the calculated scores of responses provided by Ankara Hacı Bayram Veli University members to the questions in the Access to LGBTI+ Rights Scale are as such: 36,94, to the 7 questions under Organization and Advocacy sub-scale; 45,52 to the 3 questions under Safe Area sub-scale about the university being safe for LGBTI+ people; 28,67 to the 6 questions under the Perception and Attitude of University Members sub-scale about the opinions and behaviour of university members towards LGBTI+ people; and 52,08 to the 3 questions under the Peer Behavior sub-scale that measure the attitude of peers towards LGBTI+ students. The total score for Ankara Hacı Bayram Veli University responses to the scale is calculated to be 40.80.

6.3. Discrimination against LGBTI+ People Scale

Ankara Hacı Bayram Veli University Discrimination against LGBTI+ People Scale Scores

1	LGBTI+ people are not subjected to verbal violence in the university.	37.50	Violence	47.75	TOTAL	43.75
2	LGBTI+ people are not subjected to physical violence in the university.	55.50				
3	LGBTI+ people are not subjected to psychological violence in the university.	36.50				
4	LGBTI+ people are not subjected to sexual harassment in the university.	61.75				
5	LGBTI+ people that are exposed to discrimination in the university can easily express it.	29.75	Academic Activities	46.50		
6	The lecturer (academician) pursues gender equality during classes.	51.75				
7	During classes, students pursue gender equality.	54.00				
8	The course contents are in line with gender equality.	42.50				
9	LGBTI+ people are not exposed to discrimination in the class.	43.25				
10	LGBTI+ people are not exposed to discrimination in extra-curricular academic activities (seminars, workshops, studios, etc.).	48.00				
11	LGBTI+ people are treated equally when communicating with academic staff in the university.	48.75	Accommodation	34.00		
12	LGBTI+ people are treated equally when communicating with students in the university.	52.00				
13	LGBTI+ people are not subjected to discrimination in dormitories.	33.75				
14	LGBTI+ people are treated equally in the dormitories when communicating with the dormitory administration.	30.25				
15	LGBTI+ people are treated equally in the dormitories when communicating with the dormitory staff.	30.75				
16	LGBTI+ people are treated equally in the dormitories when communicating with fellow students living in dorms.	41.50				

As seen in the above table, the calculated scores of responses provided by Ankara Hacı Bayram Veli University members to the 4 questions under the Discrimination Against LGBTI+ People

Scale, Discrimination: Violence sub-scale is 47,75; to the 8 questions under Discrimination: Academic activities sub-scale which shows being subjected to discrimination during academic activities is 46,50; and to the 4 questions under Discrimination: Accommodation sub-scale which shows students being subjected to discrimination in dormitories is 34,00 The total score for Ankara Hacı Bayram Veli University responses to the scale is calculated to be 43.50.