

## 6. Atılım University

### 6.1. Legislation, Curriculum, Policy, Stakeholder Analyses

Regulations, Directives, Directorates, Coordinatorship, Directorships, Application and Research Centers, mission and vision of the university, Internal Reports, Annual Reports, announcements, event calendars, course and curriculum sections on the pages of associate, undergraduate and graduate departments and programs on the Atılım University website, The ECTS Information Package, both the institutional social media accounts of the university and the social media accounts of the communities (Instagram, Facebook and Twitter), YÖK Thesis, Harman, TR Index, Web of Science indexes and databases were examined in detail to access data to monitor gender equality in the context of LGBTI+ rights in universities.

#### *Discrimination Indicators against LGBTI+s at Atılım University*

	INDICATOR	SCORES			FINDINGS
		0	1	2	
<b>1. LGBTI+ Rights and Gender Equality in Academic Activities at Universities</b>					<b>5/10</b>
1.1.	Number of compulsory courses on LGBTI+ rights and gender at all levels of education (associate, undergraduate, graduate, doctorate)	0			No compulsory courses with keywords in the title were found.
1.2.	Number of elective courses on LGBTI+ rights and gender at all levels of education (associate, undergraduate, graduate, doctorate)	1			13 elective courses have the keyword in their names.
1.3.	Academic event on gender equality in the context of LGBTI+ rights in universities	2			There are 40 publications and 67 activities, totaling 107 activities.
1.4.	The existence of gender and women’s studies departments in universities	0			
1.5.	Existence of gender and women’s research centers in universities	2			Women’s Issues Application and Research Center
<b>2. Campus Climate for LGBTI+’s</b>					<b>4/12</b>
2.1.	Existence of LGBTI+ solidarity/research clubs at universities	0			
2.2.	Status of LGBTI+ Community in Universities (official/unofficial/in the process of formalization)	0			
2.3.	Number of LGBTI+ specific events at universities	2			4 activities were held.
2.4.	Number of Pride Week/Month events on campuses	0			
2.5.	Number of March 8 events on campuses	2			A total of 45 events were organized, including 12 community events and 33 university events.

2.6.	Number and Accessibility of Gender-Free Restrooms on Campuses	0	
<b>3. LGBTI+phobic and Sexist Stereotypes in Universities</b>		<b>7/8</b>	
3.1.	Number of campaigns and informative materials raising gender awareness in the context of LGBTI+ rights	2	Atılım University Women's Issues Research and Application Center Action Plan, Atılım in Equality: Mainstreaming Gender Equality on Campus and Effectively Combating Gender-Based Violence Project
3.2.	Number of trainings and seminars on gender equality in the context of LGBTI+ rights organized for members of the university, especially university employees and administrative staff	2	5 activities were held.
3.3.	Number of statements on university websites that comply with gender equality in the context of LGBTI+ rights	1	Announcements on the web page of Atılım University Women's Issues Research and Application Center, studies in the press
3.4.	Number of reports on gender equality shared by universities that can be analyzed in the context of LGBTI+ rights	2	Atılım University Women's Issues Research and Application Center Action Plan, Atılım in Equality: Mainstreaming Gender Equality on Campus and Effectively Combating Gender-Based Violence Project; Internal Report 2021
<b>TOTAL SCORE</b>		<b>16/30</b>	

Atılım University has a Research and Application Center for Women's Issues. In the Regulation of the Research and Application Center for Women's Issues<sup>6</sup>, the objectives of the center are associated only with the place of women in society and the term gender is not included. However, an analysis of the unit's work reveals a wide range of activities, projects and work areas that aim to promote gender equality as a corporate culture with an inclusive and holistic approach.

In the Curriculum Review of the University, no compulsory courses with a keyword in the course title were found, and 13 elective courses were found to be based on gender equality. Apart from these courses, it was found that gender was mentioned in 1 or 2 weeks of a few course contents. As can be seen from the table, Atılım University is in a weak position in terms of gender-oriented curricula.

<sup>6</sup> Atılım University Women's Issues Research and Application Center Regulation. Official Gazette Date: 12.09.1998 Official Gazette No: 2346197.

In the Campus Climate for LGBTI+’s, it is not possible to say that the university, which organized a total of 152 events, 40 of which were publications, 67 of which were events, and 45 March 8 events, does not have a very positive atmosphere on gender for university components, especially women and LGBTI+’s. It should be noted that some of these activities are organized by the Women’s Rights Community at the university, which has no LGBTI+ community, official or not. On the other hand, the community’s activities are very inclusive in terms of gender equality.

Within the scope of the University Responsive to Gender Equality and Women Friendly Campus project, Atılım University Women’s Issues Research and Application Center Action Plan was developed to analyze the current situation on gender equality and to make improvements in this area. In addition, “Atılım in Equality: Gender Equality Mainstreaming on Campus and Effective Combating Gender-Based Violence Project”, steps have been taken towards institutionalizing gender equality and the fight against harassment and violence at universities.

Statements in line with gender equality in the context of LGBTI+ rights were found in the announcements on the web page of Atılım University Women’s Issues Research and Application Center and in the studies published in the press. However, no such statements were made by the university administration, nor were such statements found in the university’s Strategic Plan or Institutional Internal Monitoring Reports.

***Atılım University LGBTI+ Rights Access Indicators***

	<i>INDICATOR</i>	<i>SCORES</i>			<i>FINDINGS</i>
		0	1	2	
<b>1.</b>	<b>Gender Equality in the Context of LGBTI+ Rights in University Legislation, Directives and Policy Documents</b>				<b>9/12</b>
<b>1.1.</b>	Number of regulations and directives referring to CEDAW and Istanbul Convention	2			Center for Research and Application of Women’s Issues; Policy Document on Preventing Gender-Based Discrimination and Sexual Harassment and Assault
<b>1.2.</b>	Number of references to concepts such as “gender” and “sexual orientation”, “gender identity” in legislation, directives and policy texts	2			Atılım University Center for Women’s Issues Research and Application Action Plan; Policy Document on Preventing Gender-Based Discrimination and Sexual Harassment and Assault;
<b>1.3.</b>	Number of regulations, directives and policies referring to Goal 5 of the Sustainable Development Goals	1			Policy Document on Preventing Gender-Based Discrimination and Sexual Harassment and Assault
<b>1.4.</b>	Number of regulations supporting gender equality	1			Atılım University Center for Women’s Issues Research and Application Regulation

1.5.	Number of universities' anti-discrimination policies on gender, gender identity and sexual orientation	2	Atılım University Center on Women's Issues Research and Application Action Plan; Framework Directive on the Establishment and Working Principles of Student Communities; Policy Document on Preventing Gender-Based Discrimination and Sexual Harassment and Assault
1.6.	Clear and understandable indication of the ways of name change in Diploma Graduation Certificates	1	Atılım University Graduation Temporary Certificate and Diploma Procedures
<b>2.</b>	<b>Collaborations and Activities of Universities with NGOs to Draw Attention to GE</b>		<b>2/4</b>
2.1.	Number of campaigns, joint work, events, collaborations with NGOs and diversity in terms of GE (diversity of organizations, diversity of partnerships)	2	Cooperation with 12 NGOs was realized.
2.2.	Number of models created and implemented with NGOs	0	
<b>3.</b>	<b>Institutionalization of Combating Violence and Harassment in Universities: Sexual Harassment and Assault Units</b>		<b>9/10</b>
3.1.	Presence of active Sexual Harassment and Assault Unit in universities	2	Support Unit against Sexual Harassment and Assault
3.2.	Clear and understandable indication of the ways to apply to the Sexual Harassment and Assault Units at universities	2	Brochures on KASAUM website
3.3.	Existence of a university website where information on Sexual Harassment and Assault Units can be obtained	1	KASAUM web page Services heading
3.4.	Existence of content in Sexual Harassment and Assault Units on assisting access to justice, guidance, psychological support, etc.	2	Brochures on KASAUM website; Policy Document on Preventing Gender-Based Discrimination and Sexual Harassment and Assault
3.5.	Number of trainings and/or seminars on issues such as harassment and mobbing	2	15 events were organized.
<b>TOTAL SCORE</b>			<b>20/26</b>

Atılım University's *basic goals, mission and vision* include various values such as "respect for ethical values, social sensitivity" in relation to the relevant thematic area. The Social Contribution Policy and the Education and Training Policy include the phrases "respect for human rights" and "respect for people and the environment". Although it is stated in the University's Internal Evaluation Reports (2020, 2021) that disadvantaged, vulnerable and underrepresented groups (disabled, poor, minority, immigrant, etc.) are provided with access to educational opportunities

by considering equality, equity, diversity and inclusion, there is no reference to the concepts of gender or gender equality.

The Framework Directive on the Principles of Establishment and Working Principles of Atılım University Student Communities states that they cannot engage in activities that are exclusionary and encourage social segregation, but discrimination based on gender identity and sexual orientation is not explicitly included. Although the Safe Campus Document prepared by the Security Coordinatorship focuses on security-related situations (traffic, fire, theft, etc.), the text states that physical violence, verbal taunts, threats, insults, and assault attempts are among the situations that require disciplinary proceedings. All of the documents containing anti-discrimination statements on gender, gender identity and sexual orientation were created by Atılım University KASAUM.

In the first examination, the directive on Graduation Temporary Certificate and Diploma Procedures could not be found among the legislation of the university. On the university's website<sup>7</sup>, which is prepared to provide information on graduation and diploma procedures, although information on various situations is shared, there is no explanation on the name change in the diploma. In the response to the request for information, the directive page was also updated. In the shared Directive on the Issuance of Diploma, Diploma Appendix and Minor Certificate<sup>8</sup>, it is clearly stated by sharing all the steps and necessary documents that it can be reissued with annotation in case of a change in gender information with a court decision.

The Atılım University Policy Document on Preventing Gender-Based Discrimination and Sexual Harassment and Assault, prepared by the Support Unit against Sexual Harassment and Sexual Assault and KASAUM, which is actively functioning at Atılım University, is available<sup>9</sup>. With the emphasis on *a safer, equal and free university*, the policy document, which states that support is provided against gender-based discrimination, violence or sexual harassment and assault regardless of gender identity and sexual orientation, has a detailed content such as gender equality, gender-based discrimination, harassment and application mechanisms in case of violence. There is no web page for the Support Unit against Sexual Harassment and Sexual Assault, but information about the unit and how to apply to the unit can be found on the web page of Atılım University KASAUM. In the section titled Support Against Sexual Harassment and Assault on Atılım University KASAUM's Services page, it is explained that AKADEM (Atılım University Women's Support Center), one of the services of Atılım KASAUM, provides legal, administrative, medical and psychological support in case of violations such as harassment, violence and discrimination, and the ways of application. In addition, the website provides a definition of violence, the cycle of violence and the contact addresses of various NGOs for application to mechanisms against violence.

The presence of the Support Unit against Sexual Harassment and Sexual Assault and KASAUM at the university has positively affected the number of activities on issues such as harassment, violence and mobbing, and 15 activities were found in this context. In addition, awareness-raising, informative and preventive activities focused on violence, harassment and gender were organized in collaboration with 12 stakeholders working in the field of gender.

7 Atılım University Graduation Temporary Certificate and Diploma Procedures <https://www.atilim.edu.tr/oim/page/1255/mezuniyet-ve-diploma-islemleri>. Last Access Date: 02.06.2023.

8 Atılım University Diploma, Diploma Appendix and Minor Certificate Regulation Senate Decision dated 21.06.2023 and numbered 07.

9 Atılım University Policy Document on Preventing Gender-Based Discrimination and Sexual Harassment and Assault, Senate Decision No. 12 dated 24.07.2020.

## 6.2. Scales on Discrimination against LGBTI+ Persons and Access to Rights

A total of 47 people, including 33 students, 4 academic staff, 2 administrative staff and 8 graduates of Atılım University, participated in the study. The 47 people who participated in the research were asked 16 questions on the Discrimination Against LGBTI+ Persons Scale and 19 questions on the Access to LGBTI+ Rights Scale and were expected to answer Likert-type responses ranging from 1 (strongly disagree) to 5 (strongly agree). The findings obtained from the analysis of the participants' responses to the questions are shown below. The findings below were obtained by converting the averages of the participants' responses into 100 values.

### *Atılım University Discrimination Scale Scores for LGBTI+ Persons*

1	LGBTI+ persons are not subjected to verbal violence within the university.	57,4	Violence	65,32
2	LGBTI+ persons are not subjected to physical violence within the university.	76,6		
3	LGBTI+ persons are not subjected to psychological violence within the university.	53,6		
4	LGBTI+ persons are not subjected to sexual harassment within the university.	73,6		
5	LGBTI+ persons who are discriminated against within the university can express this freely.	67,2	Academic Activities	68,40
6	During the courses, the lecturer observes gender equality.	71,4		
7	Students observe gender equality during lessons.	69		
8	Course contents take gender equality into account.	62,6		
9	LGBTI+ persons do not face discrimination in classes.	66,8		
10	Extracurricular academic activities (seminars, workshops, etc.) LGBTI+ persons are not discriminated against.	69		
11	LGBTI+ persons are treated equally when communicating with academic staff at the university.	72	Housing	52,55
12	LGBTI+ persons are treated equally when communicating with students at the university.	69,4		
13	LGBTI+ persons are not subjected to discrimination in dormitories.	52		
14	In dormitories, LGBTI+ persons are treated equally when communicating with dormitory management.	49,8		
15	In dormitories, LGBTI+ persons are treated equally when communicating with dormitory staff.	50,2		
16	In dormitories, LGBTI+ persons are treated equally when communicating with students staying in dormitories.	58,2		
			SCORE	63,67

As can be seen in the table above, the members of Atılım University responded 65.32 points to the Discrimination-Violence sub-dimension consisting of 4 questions about LGBTI+s being subjected to violence at the university, 68.404 points to the Discrimination-Academic Activities

sub-dimension consisting of 8 questions about being subjected to discrimination during academic activities, and 52.554 points to the Discrimination-Housing sub-dimension consisting of 4 questions about students being subjected to discrimination in dormitories. As a result of the answers given to the questions in the scale, the total score for Atılım University was calculated as 63.67.

Atılım University does not have a student dormitory. Among the 47 participants from Atılım University, 1 of them lived in a KYK dormitory, 8 of them lived in a private student dormitory, and 38 of them did not live in a dormitory. For this reason, the housing questions answered by the participants are explained by their experiences or impressions of the dormitories where they reside.

*Atılım University Access to LGBTI+ Rights Scale Scores*

1	LGBTI+ rights are freely defended at the university.	63,4	Assembly and Advocacy	58,91
2	Activities related to LGBTI+ rights are carried out freely at the university.	62,6		
3	LGBTI+ themed activities are carried out freely at the university.	68,6		
4	LGBTI+ students at university can come together to defend LGBTI+ rights.	58,8		
5	LGBTI+'s at the university can be organized into student communities.	63,4		
6	Pride at the university can be organized freely.	33,6		
7	LGBTI+ persons can express themselves freely within student communities.	62,2		
8	Classrooms are safe for LGBTI+ students.	67,6	Safe Space	62,70
9	Common areas (e.g. cafeterias, canteens, libraries, study halls, laboratories, dining halls, sports facilities and similar socialization areas) are safe for LGBTI+ persons.	63,8		
10	Administrative buildings are safe for LGBTI+ persons.	56,6		
11	The university administration is knowledgeable about LGBTI+ rights.	46,8	University Members Perception and Attitude	44,89
12	Administrative staff are knowledgeable about LGBTI+ rights.	42,2		
13	University security guards are knowledgeable about LGBTI+ rights.	32		
14	The university administration observes gender equality when communicating with students.	58,2		
15	Administrative staff observes gender equality when communicating with students.	52		
16	University security guards observe gender equality when communicating with students.	38,2	Peer Behavior	68,51
17	Students have knowledge about LGBTI+ rights.	67,2		
18	Students observe gender equality when communicating among themselves.	70,6		
19	In the circle of friends, LGBTI+ issues are discussed in a positive atmosphere.	67,6		
			SCORE	56,596

As can be seen in the table above, Atılım University members scored 58.906 for the Assembly and Advocacy sub-dimension, which consists of 7 questions about organizing opportunities at the university, and 62.696 for the Safe Space sub-dimension, which consists of 3 questions about the university being safe for LGBTI+ persons, The responses to the Perception and Attitude of University Members sub-dimension, which consists of 6 questions about the thoughts and behaviors of university members towards LGBTI+ students, were 44.894, and finally, the responses to the Peer Behavior sub-dimension, which consists of 3 questions measuring the attitudes of peers towards LGBTI+ students, were 68.51. As a result of the answers given to the questions in the scale, the total score for Atılım University was calculated as 56,596.