

## 11. Hacettepe University

### 11.1. 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 and Boards, Research and Implementation Centers, Strategic Plans, Activity Reports, ECTS information package and academic data management system (AVESIS), university mission and vision, core and ethical values available at the Hacettepe university web site were examined thoroughly.

<i>INDICATOR</i>	<i>SCORES</i>			<i>Findings</i>
	0	1	2	
<b>1.</b>	<b>LGBTI+ Rights and Gender Equality in Academic Activities in Universities</b>			<b>10/10</b>
<b>1.1.</b>	The number of compulsory courses on gender and in the context of LGBTI+ rights at all levels of education (associate, bachelor, master, PhD)	2		14 compulsory courses having a keyword in the course title
<b>1.2.</b>	The number of elective courses on gender and in the context of LGBTI+ rights at all levels of education (associate, bachelor, master, PhD)	2		66 elective courses having a keyword in the course title
<b>1.3.</b>	Academic activities on gender equality in the context of LGBTI+ rights in universities	2		3 events, 192 publications
<b>1.4.</b>	Number of gender and women's studies departments in universities	2		Women's and Gender Studies Master's Program
<b>1.5.</b>	Number of gender and women's studies centers in universities	2		Women's Issues Research and Implementation Center (HUKSAM)
<b>2.</b>	<b>Campus Climate for LGBTI+ People</b>			<b>10/10</b>
<b>2.1.</b>	Number of LGBTI+ solidarity/research clubs in universities	2		Hacettepe University Queer Studies Society (QueerDeer)
<b>2.2.</b>	The status of the LGBTI+ Community in universities (official/unofficial/in the process of officialisation)	2		Official club
<b>2.3.</b>	The number of activities specific to LGBTI+ people in universities	2		53 events
<b>2.4.</b>	Number of Pride Week/Month events on campuses	2		6 events
<b>2.5.</b>	Number of March 8th (International Women's Day) events on campuses	2		22 events
<b>3.</b>	<b>LGBTI+ phobic and gendered stereotypes in universities</b>			<b>4/8</b>

Indicators for Discrimination Against LGBTI+ People in Universities

3.1.	Number of campaigns and informative materials to promote gender awareness in the context of LGBTI+ rights	2	“Gender Equality Action Plan (2016-2020)”, “Gender Equality Action Plan (2022-2026)”,
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	2	“Gender Equality Action Plan (2016-2020)”, “Gender Equality Action Plan (2022-2026)”
<b>SCORE</b>			<b>24/28</b>

A Women’s and Gender Studies Master’s Program and a Women’s Issues Research and Implementation Center (HUKSAM) are available at the Hacettepe University. Among numerous student clubs, there exists an official student clubs names “Hacettepe University Queer Studies Society”.

Keyword scanning in the University Academic Data Management System and the YÖK THESIS center led to 192 publications. In the curricula, among 80 courses having the keywords in their title, there are 26 human rights, 14 gender, 1 queer, 6 sexual health/education courses available. The courses possessing the keywords are mainly delivered under the Women’s and Gender Studies Master’s Program, the Faculty of Law and the Faculty of Medicine. Thus, LGBTI+ inclusive curricula, various departments and programs include courses focusing on gender equality, women, masculinity, feminism and body.

Hacettepe University has produced two Gender Equality Action Plans for 2016-2020 and 2022-2026<sup>38</sup> to ensure improvements in this area and analyze the current situation on gender equality.

38 [https://www.hacettepe.edu.tr/hakkinda/toplumsal\\_cinsiyet\\_esitligi](https://www.hacettepe.edu.tr/hakkinda/toplumsal_cinsiyet_esitligi) (Last Accessed on 10.06.2022)

INDICATOR	SCORES			Findings
	0	1	2	
<b>1.</b>	<b>Gender Equality in the Context of LGBTI+ Rights in University Legislation, Directives and Policy Papers</b>			<b>12/12</b>
<b>1.1.</b>	Number of regulations and directives referring to / cite from CEDAW and Istanbul Convention	2		Against Sexual Harassment and Sexual Assault Protection and Support Commission Directive
<b>1.2.</b>	Number of references/citings to concepts such as “gender” and “sexual orientation”, “gender identity” in Legislation, Directives and Policy papers	2		Against Sexual Harassment and Sexual Assault Protection and Support Commission Directive
<b>1.3.</b>	Number of regulations, directives and policies referring to the Sustainable Development Goals, 5th objective	2		Hacettepe University Commitment to Sustainable Development
<b>1.4.</b>	Number of regulations supporting gender equality	2		“Gender Equality Action Plan (2016-2020)”, “Gender Equality Action Plan (2022-2026)”; Mission, Vision and Ethical Values
<b>1.5.</b>	Number of anti-discrimination policies of universities on gender, gender identity and sexual orientation	2		“Gender Equality Action Plan (2016-2020)”, “Gender Equality Action Plan (2022-2026)”; Mission, Vision and Ethical Values, Protection and Support Commission Against Sexual Harassment and Sexual Assault Directive, Hacettepe University Commitment to Sustainable Development
<b>1.6.</b>	A clear and direct indication of means to Change one’s Name Change on Diploma/ Graduation Certificates	2		Directive on the Issuance of Diplomas, Certificates, Temporary Graduation Document and Other Documents
<b>2.</b>	<b>Universities’ activities and collaboration with NGOs to draw attention to TCE</b>			<b>3/4</b>
<b>2.1.</b>	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	2		8 events / GALADER, Kaos GL, Positive Life, SGYD, SGDD-ASAM
<b>2.2.</b>	Number of models designed and implemented with NGOs	1		Kaos GL Anti-Discrimination Courses

3.	Institutionalization of the Fight against Violence and Harassment in Universities: CTS Units	9/10	
3.1.	Number of active CTS units in universities	2	Commission for Protection and Support against Sexual Harassment and Sexual Assault
3.2.	Clear and direct indication of the ways of applying to CTS units at universities	2	The Directive on the Commission for Protection and Support against Sexual Harassment and Sexual Assault, and the Ethics Committee website
3.3	A university-website with information on CTS units available	2	Ethics Committee website
3.4	Available content in CTS units on referral, assisting access to justice, providing psychological support, etc.	1	Directive on the Commission for Protection and Support against Sexual Harassment and Sexual Assault
3.5	Number of trainings and/or seminars delivered on harassment and mobbing issues, etc.	2	8 events
<b>SCORE</b>		<b>24/26</b>	

In the Hacettepe University Women’s Problems Application and Research Center (HÜKSAM) the objectives of the center are merely linked with the place of women in society, yet, the word ‘gender’ is not used. On the other hand,<sup>39</sup> protecting fundamental rights and freedoms of individuals; making efforts for the expansion of rights and freedoms; and, not being discriminative over language, origin, color, bodily characteristics, gender, *sexual orientation*, political thought, faith, religion, sect and similar characteristics of people are listed in the ethical values and principles of the university.

An active Sexual Harassment and Sexual Assault Protection and Support Commission is available at Hacettepe University. The definition of harassment based on sexual orientation is explicitly included in the Directive for the Protection and Support Against Sexual Harassment and Sexual Assault Commission. Birim yönergesinde dikkat çeken olumlu noktalardan bir diğeri de de kurulda “erkek kurul üyesinin kadın kurul üye sayısını geçemeyeceği” ve sosyal bilimler ile tıp fakülteleri dışından kurula gelecek akademisyenlerin toplumsal cinsiyet alanında çalışan akademisyenlerden oluşacağı maddesidir.

Means of application to the unit are available on the legislation and commission members Ethics Committee website<sup>40</sup>, however, no content discerned on access to justice and psychological support other than the Directive for the Protection and Support Against Sexual Harassment and Sexual Assault Commission.

In case of a change in name, the Directive on the Issuance of Diplomas, Certificates, Temporary Graduation Document and Other Documents states that the documents shall be prepared upon

39 [https://www.hacettepe.edu.tr/hakkinda/etik\\_degerler](https://www.hacettepe.edu.tr/hakkinda/etik_degerler) (Last Accessed on 16.12.2021).

40 <http://www.etikkurul.hacettepe.edu.tr/cinseltacizsaldirikoromadestek/basvuru.php> (Last Accessed on 16.12.2021).

the student's request; should the diploma been prepared or delivered before, the changes shall be delivered with inscribed date and description on the back of the diploma.

Apart from non-governmental organizations that focus on LGBTI+ oriented studies, Hacettepe University conducted academic activities on gender in cooperation with United Nations Population Fund (UNFPA), United Nations High Commissioner for Refugees (UNHCR), German Institution for International Cooperation (GIZ), The London School of Hygiene & Tropical Medicine (LSHTM), Research for Health Systems Strengthening in North West of Syria (R4HSSS), Research for Health and Conflict Middle East (R4HC-MENA).

### **11.2. LGBTI+ Rights Scale**

A total of 114 members of Hacettepe University participated in the research, including 92 students, 4 academic staff, 1 administrative staff, 2 graduates before 2016 and 15 graduates after 2016. 19 questions listed in the Access to LGBTI+ Rights Scale were posed to 114 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.

Hacettepe University Access to LGBTI+ Rights Scale Scores

1	LGBTI+ rights are freely advocated in the university.	40,57	Organization and Advocacy	43,08
2	LGBTI+ rights related activities are freely carried out in the university.	33,99		
3	LGBTI+ themed activities are freely conducted in the university.	34,65		
4	LGBTI+ students at the university can gather to advocate LGBTI+ rights.	54,39		
5	LGBTI+ people can get organized in the context of student clubs at the university.	64,47		
6	Pride Marches are organized freely at the university.	21,27		
7	LGBTI+ people express themselves freely in student clubs.	52,19		
8	Classrooms are safe for LGBTI+ people.	50,44	Safe Space	46,13
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.	47,59		
10	Administrative buildings are safe for LGBTI+ people.	40,35		
11	The university administration has knowledge on LGBTI+ rights.	18,42	Perception and Attitude of The members of the University	21,67
12	The administrative staff has knowledge on LGBTI+ rights.	21,71		
13	University security staff has knowledge on LGBTI+ rights.	13,82		
14	The university administration pursues gender equality when communicating with students.	26,97		
15	Administrative staff pursues gender equality when communicating with students.	28,73		
16	University security staff pursues gender equality when communicating with students.	20,40		
17	Students has knowledge on LGBTI+ rights.	57,24	Peer Behaviour	59,21
18	Students pursue gender equality in inter-student communications.	56,36		
19	In friend circles, LGBTI+ issues are discussed in a positive atmosphere.	64,04		
			TOTAL	42,52

As seen in the above table, the calculated scores of responses provided by Hacettepe University members to the questions in the Access to LGBTI+ Rights Scale are as such: 43.08 to the 7 questions under Organization and Advocacy sub-scale; 46.13 to the 3 questions under Safe Area sub-scale about the university being safe for LGBTI+ people; 21.67 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 59.21 to the 3 questions under the Peer Behavior sub-scale that measure the attitude of peers towards LGBTI+ students. The total score for Hacettepe University's responses to the scale is calculated to be 42.52.

### 11.3. Discrimination against LGBTI+ People Scale

#### Hacettepe University Discrimination against LGBTI+ People Scale Scores

1	LGBTI+ people are not subjected to verbal violence in the university.	39.00	Violence	45,25		
2	LGBTI+ people are not subjected to physical violence in the university.	56,00				
3	LGBTI+ people are not subjected to psychological violence in the university.	32.75				
4	LGBTI+ people are not subjected to sexual harassment in the university.	53,50				
5	LGBTI+ people that are exposed to discrimination in the university can easily express it.	48.00	Academic Activities	53,75		
6	The lecturer (academician) pursues gender equality during classes.	53,75				
7	During classes, students pursue gender equality.	54,75				
8	The course contents are in line with gender equality.	50,50				
9	LGBTI+ people are not exposed to discrimination in the class.	54,50				
10	LGBTI+ people are not exposed to discrimination in extracurricular academic activities (seminars, workshops, studios, etc.).	54,75				
11	LGBTI+ people are treated equally when communicating with academic staff in the university.	54,75				
12	LGBTI+ people are treated equally when communicating with students in the university.	58,00				
13	LGBTI+ people are not subjected to discrimination in dormitories.	31.00	Accommodation	32.75	TOTAL	46,25
14	LGBTI+ people are treated equally in the dormitories when communicating with the dormitory administration.	31,25				
15	LGBTI+ people are treated equally in the dormitories when communicating with the dormitory staff.	31,50				
16	LGBTI+ people are treated equally in the dormitories when communicating with fellow students living in dorms.	37.00				

As seen in the above table, the calculated scores of responses provided by Hacettepe University members to the 4 questions under the Discrimination Against LGBTI+ People Scale, Discrimination: Violence sub-scale is 45.25; to the 8 questions under Discrimination: Academic activities sub-scale, which shows being subjected to discrimination during academic activities is 53.75; and to the 4 questions under Discrimination: Accommodation sub-scale which shows students being subjected to discrimination in dormitories is 32.75. The total score for Hacettepe University's responses to the scale is calculated to be 46.25.