

11. Koç University

11.1. Legislation, Curriculum, Policy, Stakeholder Analyses

Regulations, Directives, Offices, Coordinatorship, Directorships, Application and Research Centers, the 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 Koç 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.

Koç University Discrimination Against LGBTI+s Indicators

	INDICATOR	SCORES			FINDINGS
		0	1	2	
1.	LGBTI+ Rights and Gender Equality in Academic Activities at Universities				7/10
1.1.	Number of compulsory courses on LGBTI+ rights and gender at all levels of education (associate, undergraduate, graduate, doctorate)	0			
1.2.	Number of elective courses on LGBTI+ rights and gender at all levels of education (associate, undergraduate, graduate, doctorate)	2			There are 49 elective courses.
1.3.	Academic event on gender equality in the context of LGBTI+ rights in universities	2			A total of 1117 academic activities were carried out, including 1103 publications and 14 events.
1.4.	The existence of gender and women’s studies departments in universities	1			Gender Certificate Program
1.5.	Existence of gender and women’s research centers in universities	2			Gender and Women’s Studies Center
2.	Campus Climate for LGBTI+’s				11/12
2.1.	Existence of LGBTI+ solidarity/research clubs at universities	2			Koç University Queer Club (KUir)
2.2.	Status of LGBTI+ Community in Universities (official/unofficial/in the process of formalization)	2			Official community
2.3.	Number of LGBTI+ specific events at universities	2			110 events were organized.
2.4.	Number of Pride Week/Month events on campuses	1			There are 2 events.

2.5.	Number of March 8 events on campuses	2	There are 38 events.
2.6.	Number and Accessibility of Gender-Free Restrooms on Campuses	2	There is a signposted and accessible toilet.
3. LGBTI+phobic and Sexist Stereotypes in Universities		8/8	
3.1.	Number of campaigns and informative materials raising gender awareness in the context of LGBTI+ rights	2	14 activities in total, including 2 campaigns and 12 informative materials
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	22 activities were carried out.
3.3	Number of statements on university websites that comply with gender equality in the context of LGBTI+ rights	2	2020-2021 Annual Report, Press Releases
3.4	Number of reports on gender equality shared by universities that can be analyzed in the context of LGBTI+ rights	2	Gender Equality Action Plan 2022-2025; Faculty of Law Gender Equality Action Plan Report 2020; Gender Equality in Turkey–KOÇ-KAM Report; UN Global Compact Progress Report 2018-2020 and 2020-2022; Report on the Gender Lens to the UN Guiding Principles on Business and Human Rights (2018)
TOTAL SCORE		26/30	

The Center for Gender and Women's Studies (KOÇ-KAM) at Koç University conducts a wide range of studies on women's issues and gender equality⁴⁰. Although there is no gender and women's studies department at the university, there is a Gender Certificate Program and Gender Equality Training Program run by KOÇ-KAM⁴¹. This program offers courses that examine gender and employment, women and law, women and gender in literature, women and leadership, sexual diversity and psychoanalysis, and feminist narratives. Koç University Social Policy Research and Implementation Center Regulation⁴² states that studies will be carried out in various fields, including gender equality, and that such studies will be supported.

The Curriculum Review was conducted from the "Academic Programs" section of the "Course Lists" on the university's website. As can be seen from the table, Koç University attaches great importance to gender equality and LGBTI+ inclusion in its academic activities, with the exception of compulsory courses. In addition, the courses offered as part of the university's Gender Studies

40 Koç University Gender and Women's Studies Application and Research Center Regulation Gazette Date: 24.01.2010 Official Gazette No: 27472.

41 Koç University Gender and Women's Studies Center <https://kockam.ku.edu.tr>

42 Koç University Social Policy Application and Research Center Regulation Official Gazette Date: 18.04.2010 Official Gazette No: 27556.

Core Program include a wide range of gender equality topics (rights violations, discrimination, sexuality, intersectionality, women, masculinity, body, family and feminism).

Koç University Queer Club (KUir) is an official university community and works on LGBTI+ rights.

Thanks to the university's official LGBTI+ community, the campus has become a more inclusive atmosphere for all university components, especially LGBTI+s and women. At Koç University, the activities of both communities and KOÇ-KAM are quite diverse in terms of both awareness raising and violence prevention.

Koç University Gender Equality Action Plan (2022-2025) was developed to analyze the current situation in gender equality and to make improvements in this area. KOÇ-KAM has published reports and research on gender equality, including Report on the Gender Lens to the UN Guiding Principles on Business and Human Rights and Gender Equality Report⁴³. In the university's 2017-2018 Annual Report, KOÇ-KAM is described as "a center established to combat gender-based stereotypes in line with Koç University's approach focusing on people and human development". In the 2020-2021 Annual Report, deans from various faculties made statements on gender equality and inclusion, and Koç University's high ranking in the Sustainable Development Goals ranking was noted, as well as their intensive work on human rights research. In the Strategic Plan covering the years 2020-2024, the activities of KOÇ-KAM and the UNESCO Chair on Gender Equality and Sustainable Development are included under the title "Social Contribution". Koç University Rector Umran S. İnan's statement on the Sexual Harassment Prevention E-Learning Program⁴⁴ and the press release on the establishment of the UNESCO Chair on Gender Equality and Sustainable Development are positive statements for the institutionalization of gender equality and the fight against sexual harassment in universities.

Koç University LGBTI+ Rights Access Indicators

	<i>INDICATOR</i>	<i>SCORES</i>			<i>FINDINGS</i>
		0	1	2	
1.	Gender Equality in the Context of LGBTI+ Rights in University Legislation, Directives and Policy Documents	11/12			
1.1.	Number of regulations and directives referring to CEDAW and Istanbul Convention	2			Sexual Harassment Prevention Regulation, Sexual Violence and Harassment Prevention Directive

43 KOÇ-KAM (2019). 2018 Gender Equality Report with Data https://kockam.ku.edu.tr/wp-content/uploads/2019/11/KOCKAM_Rapor_DIGITALCOPY-1.pdf

44 Koç University. Preventing Sexual Harassment—<https://hr.ku.edu.tr/hakkimizda/kurumsal-etik-mekanizmasi/cinsel-tacizi-onleme/> Last Access Date: 05.06.2023.

1.2.	Number of references to concepts such as “gender” and “sexual orientation”, “gender identity” in legislation, directives and policy texts	2	Gender and Women’s Studies Center (KOÇ-KAM) Regulation, Koç University Social Policy Application and Research Center Regulation, Sexual Harassment Prevention Regulation; Gender Equality Action Plan; Sexual Violence and Harassment Prevention Directive
1.3.	Number of regulations, directives and policies referring to Goal 5 of the Sustainable Development Goals	2	UNESCO Chair on Gender Equality and Sustainable Development, Gender Equality Action Plan
1.4.	Number of regulations supporting gender equality	2	Gender and Women’s Studies Center (KOÇ-KAM) Regulation; Koç University Social Policy Application and Research Center Regulation; Sexual Harassment Prevention Regulation; Sexual Violence and Harassment Prevention Directive
1.5.	Number of universities’ anti-discrimination policies on gender, gender identity and sexual orientation	2	Sexual Harassment Prevention Regulation; Office of Diversity, Inclusion and Disabled Student Coordination, Gender Equality Office; Student Code of Conduct; Gender Equality Action Plan; Sexual Harassment and Violence Prevention Directive
1.6.	Clear and understandable indication of the ways of name change in Diploma Graduation Certificates	1	Directive on the Issuance of Diplomas and Other Documents
2.	Collaborations and Activities of Universities with NGOs to Draw Attention to GE		4/4
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 17 institutions in total, including 3 local governments, 1 professional chamber, 3 governments and 10 NGOs with their institutions
2.2.	Number of models created and implemented with NGOs	2	12 models were realized.

3. Institutionalization of Combating Violence and Harassment in Universities: Sexual Harassment and Assault Units 7/10			
3.1.	Presence of active Sexual Harassment and Assault Unit in universities	1	Sexual Harassment Prevention Regulation
3.2.	Clear and understandable indication of the ways to apply to the Sexual Harassment and Assault Units at universities	2	Sexual Harassment Prevention Regulation, Sexual Violence and Harassment Prevention Directive
3.3.	Existence of a university website where information on Sexual Harassment and Assault Units can be obtained	0	
3.4.	Existence of content in Sexual Harassment and Assault Units on assisting access to justice, guidance, psychological support, etc.	2	Sexual Harassment Prevention Regulation; Koç University Guidance Service Preventive Studies; Sexual Violence and Harassment Prevention Directive
3.5.	Number of trainings and/or seminars on issues such as harassment and mobbing	2	8 events were organized.
TOTAL SCORE		22/26	

Among the *main goals, mission and vision* of Koç University, statements such as “democratic values” and “freedom of thought” were found in relation to the relevant thematic area. In line with these principles, the Student Code of Conduct⁴⁵ states that students have the right to freely express their opinions about a course topic, even if they disagree with the instructor, without fear of punishment. The same document contains articles against discrimination and harassment.

The UNESCO Chair on Gender Equality and Sustainable Development and the Office for Gender Equality, established in 2022, develop policies, practices and strategies to strengthen gender equality on campus. The Office of Diversity, Inclusion and Coordination of Students with Disabilities⁴⁶, which is under the umbrella of the Koç University Dean of Students Office, carries out activities such as application reporting and solution proposals regarding unequal or discriminatory practices, attitudes and situations. Although there is no article on discrimination based on gender identity and sexual orientation in the Koç University Student Dormitory Directive, the title of Discharge from the Institution includes the phrase “sexual harassment or sexual assault in case of reasonable suspicion”⁴⁷. As part of the European University of Post-Industrial Cities (UNIC), Koç University, which collaborates with universities in post-industrial cities that face similar challenges and opportunities in terms of mobility, inclusion, and diversity, organized the UNIC Superdiversity and Inclusion in Higher Education: Concepts and Practices event in 2021.⁴⁸

45 Koç University. Student Code of Conduct. <https://apdd.ku.edu.tr/akademik-kurallar-ve-prosedurler/ogrenci-davranis-kurallari/> Last Access Date: 06.06.2023.

46 Koç University Office for Diversity, Inclusion and Coordination of Students with Disabilities <https://studentguide.ku.edu.tr/yeni-ogrenciler/uyum-gunleri/7-soru-7-cevap/cesitlilik-kapsayicilik-ve-engelli-ogrenci-koordinasyonu-ofisi/> Last Access Date: 06.06.2023.

47 Koç University Student Dormitory Directive Y20-YM-001 10.10.2022 Update No: 25.

48 Koç University Global Compact Progress Report 2021-2022.

In the Directive on the Issuance of Diplomas and Other Documents⁴⁹, it is stated that if there is a change in the identity information of graduates with a court decision, if a written application is made with official documents proving the change, if the diploma has not yet been prepared, it will be prepared with new information; If the diploma has been prepared, it will be processed by annotating the name change on the back of the diploma.

Koç University is a member of the Network for the Prevention of Sexual Harassment and Assault at Universities⁵⁰ and has a Regulation on the Prevention of Sexual Harassment⁵¹ and a Directive⁵². However, when the scope of this regulation and directive was examined, it was found that they only cover ‘academic and administrative employees, subcontractor company representatives and employees, and parties on university campuses and in places and vehicles allocated to university service. This regulation includes some definitions of harassment and information on responsibilities such as assisting access to justice, referral and psychological support. The definition of “humiliation based on sex, sexual identity, gender identity, sexual orientation” is included in the definitions section of the relevant directive. Koç University’s academic and administrative employees, subcontractor company representatives and employees are also required by this regulation to complete the Sexual Harassment Prevention E-Training Program every year. Although the regulation mentions the “Investigation Committee” and Koç University TOCEP’s efforts to prevent sexual harassment, no unit or coordinatorship was found. In 2021, the directive was revised and the list of consultants was determined⁵³ and information about the academicians in charge was made on the website⁵⁴. According to the Koç University TOCEP, establishing a Working Group consisting of administrative units on this issue has been identified as an immediate action and producing easy-to-understand materials has been included among the short-term goals. In addition to the mandatory Sexual Harassment Prevention and Information Training provided to students, it was found that Koç University Guidance Service (KURES)⁵⁵ counselors provide counseling to students who have been subjected to or witnessed sexual harassment during the complaint process and provide psychological support as needed⁵⁶.

Finally, Koç University has organized gender equality activities with national and international partners to prevent violence, harassment, rights violations and discrimination and to ensure equality and inclusion. The university, which organizes many events and publishes publications on violence, harassment, the Istanbul Convention, CEDAW and November 25, differentiates itself from other universities such as Istanbul Bilgi University in this focus. It is also understood from the models and collaborations developed that the university is looking for ways to raise awareness among university constituents on types of violence and to make its steps to prevent such discrimination, crime and violations on campus sustainable. KOÇ-KAM also gives 3 prestigious awards to promote gender studies.

49 Koç University Diploma Directive Y02-KK-001 dated 03.06.2020.

50 Koç University Internal Evaluation Report 2020.

51 Koç University Sexual Harassment Prevention Regulation <https://my.ku.edu.tr/wp-content/uploads/2018/08/Cinsel-Tacizi-Onleme-Yonetmeligi.pdf> Last Access Date: 06.06.2023.

52 Koç University Sexual Harassment Prevention Directive dated 14.12.2021.

53 Koç University Internal Evaluation Report 2021.

54 List of Advisors within the scope of Koç University General Procedures Directive. <https://my.ku.edu.tr/koc-universiteli-olmak/genel-prosedurler/> Last Access Date: 06.06.2023.

55 Koç University. Preventive Studies. <https://dos.ku.edu.tr/kures-rehberlik-servisi/onleyici-calismalar/> Last Access Date: 06.06.2023.

56 Koç University. KUGEP. <https://geo.ku.edu.tr/kugep> Last Access Date: 06.06.2023 Koç University Internal Evaluation Report 2020.

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

A total of 83 people, including 73 Koç University students, 4 academic staff, 1 administrative staff and 5 alumni, participated in the study. The 83 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.

Koç University Discrimination Scale Scores for LGBTI+ Persons

1	LGBTI+ persons are not subjected to verbal violence within the university.	72,6	Violence	77,53
2	LGBTI+ persons are not subjected to physical violence within the university.	88,6		
3	LGBTI+ persons are not subjected to psychological violence within the university.	71,6		
4	LGBTI+ persons are not subjected to sexual harassment within the university.	77,4		
5	LGBTI+ persons who are discriminated against within the university can express this freely.	80,8	Academic Activities	81,386
6	During the courses, the lecturer observes gender equality.	78		
7	Students observe gender equality during lessons.	76,8		
8	Course contents take gender equality into account.	81,6		
9	LGBTI+ persons do not face discrimination in classes.	83,2		
10	Extracurricular academic activities (seminars, workshops, etc.) LGBTI+ persons are not discriminated against.	84		
11	LGBTI+ persons are treated equally when communicating with academic staff at the university.	85,4		
12	LGBTI+ persons are treated equally when communicating with students at the university.	81,2		
13	LGBTI+ persons are not subjected to discrimination in dormitories.	63,4	Housing	67,048
14	In dormitories, LGBTI+ persons are treated equally when communicating with dormitory management.	65,4		
15	In dormitories, LGBTI+ persons are treated equally when communicating with dormitory staff.	66,6		
16	In dormitories, LGBTI+ persons are treated equally when communicating with students staying in dormitories.	73		
			SCORES 76,838	

As can be seen in the table above, Koç University members responded with 77.53 points to the Discrimination-Violence sub-dimension, which consists of 4 questions about LGBTI+ individuals being subjected to violence at the university, 81.386 points to the Discrimination-Academic

Activities sub-dimension, which consists of 8 questions about being subjected to discrimination during academic activities, and 67.048 points to the Discrimination-Housing sub-dimension, which consists 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 Koç University was calculated as 76.838.

Of the 83 members of Koç University, 1 lives in a KYK dormitory, 1 in a private dormitory, 59 in a university dormitory, 1 in a foundation dormitory and 21 do not live in a dormitory. The average score of 67.048 in the housing sub-dimension is explained by the participants' experiences or impressions of the dormitories where they reside. However, the dormitory experiences of 59 participants residing in Koç University dormitories had an average score of 68.56. As can be seen from this, the experience of another dormitory or general impressions of dormitories seem to be more negative than the experiences of individuals staying in Koç University dormitories.

Koç University Access to LGBTI+ Rights Scale Scores

1	LGBTI+ rights are freely defended at the university.	81,6	Assembly and Advocacy	80,10
2	Activities related to LGBTI+ rights are carried out freely at the university.	76,8		
3	LGBTI+ themed activities are carried out freely at the university.	76,6		
4	LGBTI+ students at university can come together to defend LGBTI+ rights.	88		
5	LGBTI+'s at the university can be organized into student communities.	90,6		
6	Pride at the university can be organized freely.	62,8		
7	LGBTI+ persons can express themselves freely within student communities.	84		
8	Classrooms are safe for LGBTI+ students.	83,4	Safe Space	82,89
9	Common areas (e.g. cafeterias, canteens, libraries, study halls, laboratories, dining halls, sports facilities and similar socialization areas) are safe for LGBTI+ persons.	82,8		
10	Administrative buildings are safe for LGBTI+ persons.	82,4		
11	The university administration is knowledgeable about LGBTI+ rights.	69,8	Perception and Attitude of University Members	62,29
12	Administrative staff are knowledgeable about LGBTI+ rights.	65,4		
13	University security guards are knowledgeable about LGBTI+ rights.	48,4		
14	The university administration observes gender equality when communicating with students.	68,6		
15	Administrative staff observes gender equality when communicating with students.	67,8		
16	University security guards observe gender equality when communicating with students.	53,8		

17	Students have knowledge about LGBTI+ rights.	79	Peer Behavior 78,31
18	Students observe gender equality when communicating among themselves.	75,6	
19	In the circle of friends, LGBTI+ issues are discussed in a positive atmosphere.	80,2	
			SCORES 74,636

As can be seen in the table above, Koç University members scored 80.104 on the Assembly and Advocacy sub-dimension, which consists of 7 questions about organizing opportunities at the university, and 82.892 on the Safe Space sub-dimension, which consists of 3 questions about the university being safe for LGBTI+s, 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 62.29, and finally, the responses to the Peer Behavior sub-dimension, which consists of 3 questions measuring the attitudes of peers towards LGBTI+ students, were 78.314. As a result of the answers given to the questions in the scale, the total score for Koç University was calculated as 78.314.