

13. TED University

13.1. 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, ECTS Information Package on TED University website, 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, AVESİS (Academic Data Management System), 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. *TED Üniversitesi*

TED University LGBTI+ Indicators

	INDICATOR	SCORES			FINDINGS
		0	1	2	
1.	LGBTI+ Rights and Gender Equality in Academic Activities at Universities				6/10
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 20 elective courses with keywords in the title.
1.3.	Academic event on gender equality in the context of LGBTI+ rights in universities	2			224 publications, 52 activities, totaling 276 events
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			Gender Studies Application and Research Center
2.	Campus Climate for LGBTI+'s				4/12
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			28 events
2.4.	Number of Pride Week/Month events on campuses	0			

2.5.	Number of March 8 events on campuses	2	58 activities in total, including 7 community activities and 51 university activities
2.6.	Number and Accessibility of Gender-Free Restrooms on Campuses	0	
3. LGBTI+phobic and Sexist Stereotypes in Universities			6/8
3.1.	Number of campaigns and informative materials raising gender awareness in the context of LGBTI+ rights	1	3 activities in total, 1 material and 2 campaigns
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	44 events were organized.
3.3	Number of statements on university websites that comply with gender equality in the context of LGBTI+ rights	1	Gender Studies Center Annual Reports
3.4	Number of reports on gender equality shared by universities that can be analyzed in the context of LGBTI+ rights	2	Gender Studies Center Dating Violence Awareness Measurement Study Report; Gender Equality Plan 2022-2025; Gender Equality in the Scope of Safe Space in Universities
TOTAL SCORE		16/30	

TED University Gender Studies Application and Research Center⁷² aims to combat gender, sexual orientation, gender identity discrimination and sexual harassment and assault and continues its academic activities based on gender equality.

A Curriculum Review was conducted from the “Open Courses” section of the “Academic Information” section on the TED University website. While no compulsory courses with keywords were found in the content, 20 elective courses with keywords in the title were found. However, the reason why the university received full points in this section is that the course syllabus includes gender equality extensively, despite the absence of a keyword in the titles of many courses.

Gender-oriented academic activities carried out within the university are LGBTI+ inclusive, but vary in terms of each gender identity or sexual orientation and the areas where they intersect. For example, in the context of TED University, critical masculinities studies and family studies are notable for their inclusiveness and intensity. The diversity of gender publications was also observed at the university, which organized a sanitary pad campaign and prepared informative materials to prevent violence. On the other hand, although there are 10 theses that contain keywords in theses as the output of graduate studies, the articles, research and other writings of academics and students are quite rich in terms of the inclusiveness of the academic activities of the university.

In addition, although there is no LGBTI+ community at the university, the campus climate has become a more supportive atmosphere for LGBTI+s, as other communities at the school carry out many activities focusing on LGBTI+s in their activities focused on gender equality.

⁷² <https://genderstudies.tedu.edu.tr/>

TED University Gender Equality Plan was created to analyze the current situation in gender equality and to make improvements in this area. Within the scope of projects and research conducted at TED University, reports on gender equality and LGBTI+ rights have been published⁷³. Similarly, the Center for Gender Studies Annual Reports (2019-2022) include academic activities and policies that support gender equality and the importance of these steps. 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.

TED University LGBTI+ Rights Access Indicators

	INDICATOR	SCORES			FINDINGS
		0	1	2	
1.	Gender Equality in the Context of LGBTI+ Rights in University Legislation, Directives and Policy Documents				10/12
1.1.	Number of regulations and directives referring to CEDAW and Istanbul Convention	2			TED University Gender Studies Application and Research Center Regulation; TED University Sexual Harassment and Assault Prevention Commission Directive
1.2.	Number of references to concepts such as “gender” and “sexual orientation”, “gender identity” in legislation, directives and policy texts	2			TED University Sexual Harassment and Assault Prevention Commission Directive; TED University Gender Studies Application and Research Center Regulation
1.3.	Number of regulations, directives and policies referring to Goal 5 of the Sustainable Development Goals	1			Gender Equality Plan 2022-2025
1.4.	Number of regulations supporting gender equality	2			TED University Sexual Harassment and Assault Prevention Commission Directive; TED University Gender Studies Application and Research Center Regulation
1.5.	Number of universities’ anti-discrimination policies on gender, gender identity and sexual orientation	2			TED University Code of Ethics; TED University Gender Studies Application and Research Center Regulation; Student Development and Psychological Counseling Center Principles

⁷³ Dating Violence Awareness Measurement Study Report, Center for Gender Studies Research Series No. 1 / 2021), Çetinkaya, T.; There are Other Families Workshop Book <https://genderstudies.tedu.edu.tr/gundemde-neler-var/baska-aileler-var-dir-calistay-kitabi-yayinlandi>

1.6.	Clear and understandable indication of the ways of name change in Diploma Graduation Certificates	1	
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	A total of 20 collaborations were realized, including 2 professional chambers and 18 NGOs.
2.2.	Number of models created and implemented with NGOs	2	9 models have been implemented.
3. Institutionalization of Combating Violence and Harassment in Universities: Sexual Harassment and Assault Units		9/10	
3.1.	Presence of active Sexual Harassment and Assault Unit in universities	2	TED University Sexual Harassment and Assault Prevention Commission
3.2.	Clear and understandable indication of the ways to apply to the Sexual Harassment and Assault Units at universities	2	TED University Sexual Harassment and Assault Prevention Commission web page
3.3.	Existence of a university website where information on Sexual Harassment and Assault Units can be obtained	1	https://genderstudies.tedu.edu.tr/cinsel-taciz-ve-saldiriyi-onleme-komisyonu
3.4.	Existence of content in Sexual Harassment and Assault Units on assisting access to justice, guidance, psychological support, etc.	2	TED University Sexual Harassment and Assault Prevention Commission web page and Related Commission Directive
3.5.	Number of trainings and/or seminars on issues such as harassment and mobbing	2	11 activities were carried out.
TOTAL SCORE		23/26	

Among the *basic goals, mission and vision* of TED University, the Code of Ethics stands out in relation to the relevant thematic area. An institutional attitude towards discrimination and sexual violence has been developed under the headings of Fair Treatment, Professional Relationships, Conflict of Interest among the ethical rules determined by the university⁷⁴. Within the scope of the duties and responsibilities of the Student Affairs Unit, the statement “to comply with universal principles of law, to be a modern unit that respects the environment and human rights”⁷⁵.

Similar to these findings, the Student Communities Directive and the principles of the Student Development and Psychological Counseling Center also include anti-discrimination articles. The Student Communities Directive states that there can be no purpose or community activity that is contrary to rights and freedoms or that involves discrimination or is contrary to equality⁷⁶. It is stated that the Student Development and Psychological Counseling Center adheres to the principles

74 TED University Code of Ethics <https://www.tedu.edu.tr/etik-kurallar>

75 TED University Student Affairs Mission and Vision <https://registrar.tedu.edu.tr/misyon-ve-vizyon>

76 TED University Student Communities Directive KYS-YN-21 dated 23.12.2019 with Decision No. 12019-14_09

determined by the Ethical Regulation of the Turkish Psychological Association in all services it provides⁷⁷. In addition, TED University Sustainability Working Group” was established⁷⁸.

During the Legislation Review, no directive on the ways of name change in diploma-graduation certificates was found. Although the Regulation on Undergraduate and Associate Degree Education and the Regulation on Graduate Education and Training provides information on diploma requirements, there is no explanation on the name change in the diploma. In the response to the request for information, it was stated that if there is a change in the name information by court decision, it can be reissued with annotation.

TED University has an actively functioning Sexual Harassment and Assault Prevention Commission and TED University Sexual Harassment and Assault Prevention Commission Directive. The directive, 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, application mechanisms in case of harassment and violence. There is no web page for the Sexual Harassment and Assault Units Unit, but information about the unit and how to apply to the unit can be found on TED University Gender Studies Center’s web page⁷⁹. On this webpage and in the relevant directive, the applicant is informed that in cases of harassment and violence, legal, administrative, medical and psychological support is provided to the applicant and the means of recourse are shared. In addition, the center’s regulations state that it aims to encourage all measures to be taken to ensure security and prevent all forms of harassment on the university campus and to prevent all forms of discrimination and sexual harassment based on gender and sexual orientation. This attitude against harassment and violence is also included in the University’s Code of Ethics.

TED University has been observed to take into account the principles of gender equality, diversity and inclusion in both its educational and informative activities focusing on current issues such as violence and harassment. In addition, it has carried out its activities together with various gender and LGBTI+ focused organizations at both international and national level. As a result, it has realized 9 models, 6 projects and 3 event series. These models focus on gender, violence, women, critical masculinity and family.

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

A total of 63 people, including 49 students, 8 academic staff, 3 administrative staff and 3 alumni of TED University, participated in the study. The 63 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.

77 TED University Student Development and Counseling Center Principles. <https://csc.tedu.edu.tr/ilkelerimiz> Last Access Date: 10.06.2023.

78 “TED University Sustainability Working Group” has been established <https://sustainable.tedu.edu.tr> Senate decision dated November 25, 2021 and numbered 2021/27.

79 TED University Sexual Harassment and Assault Prevention Commission. <https://www.tedu.edu.tr/tedu-cinsel-taciz-ve-saldiriyi-onleme-komisyonu> Access Date: 10.09.2023.

TED University Discrimination Scale Scores for LGBTI+ Persons

1	LGBTI+ persons are not subjected to verbal violence within the university.	77,8	Violence	83,412
2	LGBTI+ persons are not subjected to physical violence within the university.	90,8		
3	LGBTI+ persons are not subjected to psychological violence within the university.	76,6		
4	LGBTI+ persons are not subjected to sexual harassment within the university.	88,6		
5	LGBTI+ persons who are discriminated against within the university can express this freely.	80,4	Academic Activities	85,596
6	During the courses, the lecturer observes gender equality.	86,4		
7	Students observe gender equality during lessons.	85,8		
8	Course contents take gender equality into account.	84,2		
9	LGBTI+ persons do not face discrimination in classes.	85,4		
10	Extracurricular academic activities (seminars, workshops, etc.) LGBTI+ persons are not discriminated against.	86		
11	LGBTI+ persons are treated equally when communicating with academic staff at the university.	88,2		
12	LGBTI+ persons are treated equally when communicating with students at the university.	88,6		
13	LGBTI+ persons are not subjected to discrimination in dormitories.	70,2	Housing	71,032
14	In dormitories, LGBTI+ persons are treated equally when communicating with dormitory management.	70,4		
15	In dormitories, LGBTI+ persons are treated equally when communicating with dormitory staff.	70,4		
16	In dormitories, LGBTI+ persons are treated equally when communicating with students staying in dormitories.	73		
			SCORES	81,408

As can be seen in the table above, the members of TED University gave 83.412 points to the Discrimination-Violence sub-dimension consisting of 4 questions about LGBTI+s being subjected to violence at the university, 85.596 points to the Discrimination-Academic Activities sub-dimension consisting of 8 questions about being subjected to discrimination during academic activities, and 71.032 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 TED University was calculated as 81.408.

Of the 63 members of TED University, 4 live in private dormitories, 11 live in university dormitories, 1 lives in a foundation dormitory and 47 do not live in dormitories. The mean score of 71.032 in the housing sub-dimension is explained by the participants' experiences or impressions of the dormitories where they reside. However, the dormitory experiences of the 11 participants residing in the dormitory of TED University had an average score of 69.546. As can be understood from this, the experience of another dormitory or general impressions of dormitories seem to be more positive than the experiences of individuals staying at TED University dormitory.

TED University Access to LGBTI+ Rights Scale Scores

1	LGBTI+ rights are freely defended at the university.	83,4	Örgütlenme ve Savunuculuk	79,818
2	Activities related to LGBTI+ rights are carried out freely at the university.	81,2		
3	LGBTI+ themed activities are carried out freely at the university.	82,6		
4	LGBTI+ students at university can come together to defend LGBTI+ rights.	81,6		
5	LGBTI+'s at the university can be organized into student communities.	85,8		
6	Pride at the university can be organized freely.	60		
7	LGBTI+ persons can express themselves freely within student communities.	84,2		
8	Classrooms are safe for LGBTI+ students.	86	Güvenli Alan	84,762
9	Common areas (e.g. cafeterias, canteens, libraries, study halls, laboratories, dining halls, sports facilities and similar socialization areas) are safe for LGBTI+ persons.	85,8		
10	Administrative buildings are safe for LGBTI+ persons.	82,6		
11	The university administration is knowledgeable about LGBTI+ rights.	74	Üniversite Mensuplarının Algı ve Tutumu	72,222
12	Administrative staff are knowledgeable about LGBTI+ rights.	69,6		
13	University security guards are knowledgeable about LGBTI+ rights.	59,4		
14	The university administration observes gender equality when communicating with students.	81,2		
15	Administrative staff observes gender equality when communicating with students.	80		
16	University security guards observe gender equality when communicating with students.	69,2		
17	Students have knowledge about LGBTI+ rights.	80	Akran Davranışları	81,376
18	Students observe gender equality when communicating among themselves.	79,4		
19	In the circle of friends, LGBTI+ issues are discussed in a positive atmosphere.	84,8		
			SCORES	78,446

As can be seen in the table above, TED University members scored 79.818 for the Assembly and Advocacy sub-dimension, which consists of 7 questions about organizing opportunities at the university, and 84.762 for 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 72.222, and finally, the responses to the Peer Behavior sub-dimension, which consists of 3 questions measuring the attitudes of peers towards LGBTI+ students, were 81.376. As a result of the answers given to the questions in the scale, the total score for TED University was calculated as 78.446.