

## 14. TOBB University of Economics and Technology

### 14.1. 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 TOBB ETÜ 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.

#### *TOBB University of Economics and Technology LGBTI+ Discrimination Indicators*

	INDICATOR	SCORES			FINDINGS
		0	1	2	
<b>1.</b>	<b>LGBTI+ Rights and Gender Equality in Academic Activities at Universities</b>				<b>3/10</b>
<b>1.1.</b>	Number of compulsory courses on LGBTI+ rights and gender at all levels of education (associate, undergraduate, graduate, doctorate)	1			2 compulsory courses have a keyword in the title.
<b>1.2.</b>	Number of elective courses on LGBTI+ rights and gender at all levels of education (associate, undergraduate, graduate, doctorate)	1			2 elective courses have a keyword in the title.
<b>1.3.</b>	Academic event on gender equality in the context of LGBTI+ rights in universities	1			There are 74 activities in total, including 67 publications and 7 events.
<b>1.4.</b>	The existence of gender and women's studies departments in universities	0			
<b>1.5.</b>	Üniversitelerdeki toplumsal cinsiyet ve kadın Existence of gender and women's research centers in universities	0			
<b>2.</b>	<b>Campus Climate for LGBTI+'s</b>				<b>6/12</b>
<b>2.1.</b>	Existence of LGBTI+ solidarity/research clubs at universities	2			ETU Queer
<b>2.2.</b>	Status of LGBTI+ Community in Universities (official/unofficial/in the process of formalization)	0			Not an official community.
<b>2.3.</b>	Number of LGBTI+ specific events at universities	2			11 events were organized.
<b>2.4.</b>	Number of Pride Week/Month events on campuses	0			
<b>2.5.</b>	Number of March 8 events on campuses	2			4 events were organized.

2.6.	Number and Accessibility of Gender-Free Restrooms on Campuses	0	
<b>3. LGBTI+phobic and Sexist Stereotypes in Universities</b>		<b>2/8</b>	
3.1.	Number of campaigns and informative materials raising gender awareness in the context of LGBTI+ rights	1	TOBB ETU Gender Equality Plan
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	0	
3.3	Number of statements on university websites that comply with gender equality in the context of LGBTI+ rights	1	Official Announcements of the University
3.4	Number of reports on gender equality shared by universities that can be analyzed in the context of LGBTI+ rights	0	
<b>TOTAL SCORE</b>		<b>11/30</b>	

Among the research centers at TOBB University of Economics and Technology, there is no KAM/KASAUM conducting studies on the relevant thematic area. Only TOBB ETU Social Policies Implementation and Research Center<sup>80</sup> lists “contributing to the development and implementation of appropriate social policies for the disabled, women, children, students, elderly population, and all disadvantaged groups” among its objectives, but no current findings on the relevant thematic area were found among its activities.

Curriculum Review was carried out from the “TYYÇ (Turkish Higher Education Qualifications Framework) Information Packages” section on the university website. Two compulsory and elective courses with keywords were found, and although 1 compulsory course and 3 elective courses focused on gender and “sexual minorities”, the university did not receive full points in this section due to the small number of these courses.

At TOBB University of Economics and Technology, there is an ETU Queer community that works on LGBTI+ rights. On the other hand, although there is an official community at the university, as can be seen from the table above, there are very few LGBTI+ inclusive activities as well as gender-oriented activities at the university. Unlike other universities, TOBB ETU’s March 8 activities are quite inadequate. With such an atmosphere prevailing at the university, it is not surprising that there are no activities such as informative materials, trainings and seminars on gender equality other than the equality plan.

A report on the thematic area could not be found in the announcements on the web pages of TOBB University of Economics and Technology and in the studies in the press. Although it is stated that a project news among the announcements of the university<sup>81</sup> contributed to the development of the corporate culture in order to raise awareness and sensitivity for gender equality, no statements in line with gender equality were made by the university administration or such discourses were found in the university’s Strategic Plan or Institutional Internal Monitoring Reports.

80 TOBB ETU Social Policies Application and Research Center Regulation Official Gazette Date: 27.12.2011 Official Gazette No: 28155.

81 TOBB ETU Online Matchmaking Project to Address Gender Equality: TOBB ETU-Tokyo University <https://www.etu.edu.tr/tr/haber/toplumsal-cinsiyet-esitligini-ele-almak-icin-online-eslesme-projesi-tobb-etu-tokyo-universitesi>

*TOBB University of Economics and Technology LGBTI+ Rights Access Indicators*

	INDICATOR	SCORES			FINDINGS
		0	1	2	
<b>1.</b>	<b>Gender Equality in the Context of LGBTI+ Rights in University Legislation, Directives and Policy Documents</b>	<b>3/12</b>			
<b>1.1.</b>	Number of regulations and directives referring to CEDAW and Istanbul Convention	0			
<b>1.2.</b>	Number of references to concepts such as “gender” and “sexual orientation”, “gender identity” in legislation, directives and policy texts	1			TOBB ETU Faculty of Medicine Physician Oath
<b>1.3.</b>	Number of regulations, directives and policies referring to Goal 5 of the Sustainable Development Goals	1			
<b>1.4.</b>	Number of regulations supporting gender equality	0			
<b>1.5.</b>	Number of universities’ anti-discrimination policies on gender, gender identity and sexual orientation	1			Education and Training Policy
<b>1.6.</b>	Clear and understandable indication of the ways of name change in Diploma Graduation Certificates	0			
<b>2.</b>	<b>Collaborations and Activities of Universities with NGOs to Draw Attention to GE</b>	<b>2/4</b>			
<b>2.1.</b>	Number of campaigns, joint work, events, collaborations with NGOs and diversity in terms of GE (diversity of organizations, diversity of partnerships)	1			KADEM and ANGIKAD
<b>2.2.</b>	Number of models created and implemented with NGOs	1			The memorandum signed by TOBB ETÜ and KADEM is the Online Matchmaking Project to Address Gender Equality: TOBB ETU & University of Tokyo
<b>3.</b>	<b>Institutionalization of Combating Violence and Harassment in Universities: Sexual Harassment and Assault Units</b>	<b>1/10</b>			
<b>3.1.</b>	Presence of active Sexual Harassment and Assault Unit in universities	0			
<b>3.2.</b>	Clear and understandable indication of the ways to apply to the Sexual Harassment and Assault Units at universities	0			
<b>3.3.</b>	Existence of a university website where information on Sexual Harassment and Assault Units can be obtained	0			
<b>3.4.</b>	Existence of content in Sexual Harassment and Assault Units on assisting access to justice, guidance, psychological support, etc.	0			

<b>3.5</b>	Number of trainings and/or seminars on issues such as harassment and mobbing	1	1 event was organized.
<b>TOTAL SCORE</b>		<b>6/26</b>	

Among the *main objectives, mission and vision* of TOBB University of Economics and Technology, there was no finding regarding the relevant thematic area. In the review of legislation and policies to support gender equality, only the Education and Training Policy was found. The Education and Training Policy states “to raise individuals who are aware of social and environmental problems and take responsibility for their solution, respect human rights”<sup>82</sup>.

In the 2021 Internal Evaluation Report of the Institution, it is stated that the university carries out its social contribution activities within the framework of cooperation with private and public institutions and organizations in line with the United Nations Development Goals, and primarily works on equal opportunities in education (SDG 10–Reducing Inequalities) and gender equality (SDG 5–Gender Equality) (SDG 13–Climate Action).

The directive on Graduation Temporary Certificate and Diploma Procedures could not be found among the legislation of the university. In the response to the information request, it was shared that there was no diploma directive and a response was given with reference to the university’s Undergraduate Education and Examination Regulation<sup>83</sup>. In case of loss of the diploma or temporary graduation certificate, a new diploma / temporary graduation certificate will be prepared and a new diploma / temporary graduation certificate will be prepared, provided that the required fee is paid and a petition is applied, and if the graduation certificate is obtained via e-Government, the name / surname change information will be reflected in the system.

There is no Sexual Harassment and Assault Units at the university and informative content on what kind of mechanisms students can apply in cases of harassment and assault was not accessible. Although the activities of the Psychological Support Center include Prevention and Education Studies, Intervention and Support Studies, it was not possible to access how support could be provided for harassment and assault situations that may occur at the university<sup>84</sup>. In the Principles Regarding Disciplinary Procedures section of the Student Guesthouse Directive<sup>85</sup>, although there is no specific article on sexual harassment and assault, “making verbal or written actions that damage the honor and dignity of people in the guesthouse, threatening or actually attacking guesthouse staff, friends or others”, “acting against general morality and decency or committing these crimes” is also covered under the heading of expulsion from the guesthouse.

As can be seen from the table, TOBB ETU’s collaborations with NGOs as stakeholders are quite few, and only 2 women’s associations stand out as stakeholders. In this respect, it can be said that the university has a structure that does not show diversity in terms of gender equality in both its activities and stakeholder relations. In addition to these, it can be said that the almost non-existent number of educational and informative activities and materials on harassment, violence and gender equality for university constituents makes the campus climate more unsafe for university constituents.

82 TOBB ETU Policies <https://www.etu.edu.tr/tr/sayfa/politikalar>

83 TOBB University of Economics and Technology Undergraduate Education and Examination Regulation *Official Gazette* Date: 12.09.2011 Official Gazette No: 28052.

84 TOBB ETU Psychological Support Center Activities <https://www.etu.edu.tr/tr/pdm/faaliyetler>

85 TOBB University of Economics and Technology Student Guesthouse Directive Senate Decision dated 21.02.2014 and numbered S-2014-04/2.

In 2019, the university signed a memorandum of understanding<sup>86</sup> with KADEM and TÜRGEV in order to ensure gender equality, raise awareness on issues such as women’s employment, their appearance in social life, education, prevention of violence against women, etc. and contribute to the creation of the infrastructure of the country’s social policies, new strategies and practices.

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

A total of 45 people, including 36 students, 4 academic staff and 5 alumni of TOBB University, participated in the study. The 45 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.

#### *TOBB University LGBTI+ Discrimination Scale Scores*

1	LGBTI+ persons are not subjected to verbal violence within the university.	48	Violence	56
2	LGBTI+ persons are not subjected to physical violence within the university.	68,8		
3	LGBTI+ persons are not subjected to psychological violence within the university.	44		
4	LGBTI+ persons are not subjected to sexual harassment within the university.	63,2		
5	LGBTI+ persons who are discriminated against within the university can express this freely.	38,6		
6	During the courses, the lecturer observes gender equality.	60	Academic Activities	57,222
7	Students observe gender equality during lessons.	60,4		
8	Course contents take gender equality into account.	55,6		
9	LGBTI+ persons do not face discrimination in classes.	58,2		
10	Extracurricular academic activities (seminars, workshops, etc.) LGBTI+ persons are not discriminated against.	58,2		
11	LGBTI+ persons are treated equally when communicating with academic staff at the university.	62,2		
12	LGBTI+ persons are treated equally when communicating with students at the university.	64,4		

<sup>86</sup> Since the reconciliation link given in the 2020 Internal Evaluation Report does not work, the reconciliation text cannot be accessed. <https://turgev.org/tr/haber/turgev-kadem-ve-tobb-etuden-kiz-ogrencilere-onemli-destek>

13	LGBTI+ persons are not subjected to discrimination in dormitories.	38,6	Housing 42,778
14	In dormitories, LGBTI+ persons are treated equally when communicating with dormitory management.	38,6	
15	In dormitories, LGBTI+ persons are treated equally when communicating with dormitory staff.	41,8	
16	In dormitories, LGBTI+ persons are treated equally when communicating with students staying in dormitories.	52	
			SCORES 53,306

As can be seen in the table above, the members of TOBB University gave 56 points to the Discrimination-Violence sub-dimension, consisting of 4 questions about LGBTI+ individuals being subjected to violence at the university, 57.222 points to the Discrimination-Academic Activities sub-dimension, consisting of 8 questions about being subjected to discrimination during academic activities, and 42.778 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 TOBB University was calculated as 53,306.

Of the 45 members of TOBB University, 1 lives in a KYK dormitory, 1 in a private dormitory, 25 in a university dormitory, 2 in a foundation dormitory and 16 do not live in a dormitory. The average score of 42.778 in the housing sub-dimension is explained by the participants' experiences or impressions of the dormitories where they reside. However, the dormitory experiences of 25 participants residing in the dormitory of TOBB University have an average score of 41.4. 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 those staying in TOBB University dormitories.

#### ***TOBB University Access to LGBTI+ Rights Scale Scores***

1	LGBTI+ rights are freely defended at the university.	35,2	Assembly and Advocacy 34,604
2	Activities related to LGBTI+ rights are carried out freely at the university.	27,2	
3	LGBTI+ themed activities are carried out freely at the university.	28,8	
4	LGBTI+ students at university can come together to defend LGBTI+ rights.	46,2	
5	LGBTI+'s at the university can be organized into student communities.	43,2	
6	Pride at the university can be organized freely.	21,4	
7	LGBTI+ persons can express themselves freely within student communities.	40,4	
8	Classrooms are safe for LGBTI+ students.	55,6	Safe Space 51,556
9	Common areas (e.g. cafeterias, canteens, libraries, study halls, laboratories, dining halls, sports facilities and similar socialization areas) are safe for LGBTI+ persons.	53,4	
10	Administrative buildings are safe for LGBTI+ persons.	45,8	

11	The university administration is knowledgeable about LGBTI+ rights.	28	Perception and Attitude of University Members	34,518
12	Administrative staff are knowledgeable about LGBTI+ rights.	27,6		
13	University security guards are knowledgeable about LGBTI+ rights.	24,4		
14	The university administration observes gender equality when communicating with students.	46,6		
15	Administrative staff observes gender equality when communicating with students.	43,6		
16	University security guards observe gender equality when communicating with students.	36,8		
17	Students have knowledge about LGBTI+ rights.	50,2	Peer Behavior	56,74
18	Students observe gender equality when communicating among themselves.	59,6		
19	In the circle of friends, LGBTI+ issues are discussed in a positive atmosphere.	60,4		
			<b>SCORES</b>	<b>40,748</b>

As can be seen in the table above, the members of TOBB University responded 34.604 to the Assembly and Advocacy sub-dimension consisting of 7 questions about organizing opportunities at the university, and 51.556 to the Safe Space sub-dimension consisting 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 34.518, and finally, the responses to the Peer Behavior sub-dimension, which consists of 3 questions measuring the attitudes of peers towards LGBTI+ students, were 56.74. As a result of the answers given to the questions in the scale, the total score for TOBB University was calculated as 40,748. The reason for the increase in the overall average is due to the higher scores of the participants in the Safe Space and Peer Behavior sub-dimensions.