

15. Yeditepe University

15.1. 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 Yeditepe 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.

Yeditepe University LGBTI+ Discrimination Indicators

	INDICATOR	SCORES			FINDINGS
		0	1	2	
1.	LGBTI+ Rights and Gender Equality in Academic Activities at Universities				4/10
1.1.	Number of compulsory courses on LGBTI+ rights and gender at all levels of education (associate, undergraduate, graduate, doctorate)	1			There are 3 compulsory courses.
1.2.	Number of elective courses on LGBTI+ rights and gender at all levels of education (associate, undergraduate, graduate, doctorate)	1			There are 7 elective courses.
1.3.	Academic event on gender equality in the context of LGBTI+ rights in universities	2			A total of 171 academic activities, including 168 publications and 3 activities, were realized.
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	0			
2.	Campus Climate for LGBTI+'s				7/12
2.1.	Existence of LGBTI+ solidarity/research clubs at universities	2			Yeditepe Universities LGBTIQA+ Community (7TEPEΔ7RENK)
2.2.	Status of LGBTI+ Community in Universities (official/unofficial/in the process of formalization)	0			Not Official Community
2.3.	Number of LGBTI+ specific events at universities	2			64 events
2.4.	Number of Pride Week/Month events on campuses	1			1 event

2.5.	Number of March 8 events on campuses	2	A total of 28 events were organized, 20 by clubs and 8 by universities.
2.6.	Number and Accessibility of Gender-Free Restrooms on Campuses	0	There is no gender-neutral toilet.
3. LGBTI+phobic and sexist stereotypes in universities			3/8
3.1.	Number of campaigns and informative materials raising gender awareness in the context of LGBTI+ rights	0	
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	1	There are 2 events.
3.3	Number of statements on university websites that comply with gender equality in the context of LGBTI+ rights	1	Rector’s statement; Yeditepe University Promotional Brochure
3.4	Number of reports on gender equality shared by universities that can be analyzed in the context of LGBTI+ rights	1	Yeditepe Gender Equality Data & Statistics 2021
TOTAL SCORE		14/30	

There is no research center at Yeditepe University that conducts studies on the relevant thematic area. However, in March 2022, a committee on equality, diversity and inclusion called YEDI was established⁸⁷.

In the Yeditepe University Curriculum Review, the courses were accessed through the “Syllabi” and “Bologna Information Package” under the “Academic” heading of the relevant departments and programs on the website. In this context, it was found that there were insufficient courses at the university that included the relevant keywords in their titles, and that gender perspectives and related fields were rarely encountered in the syllabi and contents of other courses, even if they did not include the keywords in their titles. On the other hand, gender-oriented studies stand out with their diversity in both student theses and student and academic publications, and although the vast majority of these studies focus on women and gender, it is possible to say that the studies are LGBTI+ inclusive.

On the other hand, the scarcity of informative activities in terms of gender equality organized for university constituents, especially university staff, is striking.

In addition, thanks to the LGBTI+ community at the university, many events focusing on both women and LGBTI+ were organized on campus. It is noteworthy that most of the activities focused on gender equality at Yeditepe University are carried out by the societies. Through the activities of the communities, the campus atmosphere offers a more inclusive climate for the university constituents.

Yeditepe University Gender Equality Report was prepared to analyze the current situation in the university regarding gender equality⁸⁸. In this report, data and statistics prepared by YEDI were

87 Yeditepe University YEDI <https://yeditepe.edu.tr/en/yedi/about-us>

88 Yeditepe University Gender Equality Report 2021 <https://my.visme.co/view/z4xe741v-g1d5koyrvw3x26m7#s1>

shared, and although the Gender Equality Action Plan was mentioned, this document could not be found on the university's web pages. When the statements made by the university administration on gender equality in the context of LGBTI+ rights were analyzed, only 1 statement was found in the university's evaluation reports, announcements and press releases⁸⁹. In the university's promotional brochure⁹⁰ it is stated that awareness raising activities on gender roles are adopted by the university.

Yeditepe 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				7/12
1.1.	Number of regulations and directives referring to CEDAW and Istanbul Convention	1			Yeditepe University Equity, Diversity, and Inclusion Committee Directive (YEDI)
1.2.	Number of references to concepts such as "gender" and "sexual orientation", "gender identity" in legislation, directives and policy texts	2			Diversity Policy; Equity, Diversity, and Inclusion Committee Directive; Principles of University Life; YEDI Policy Statement
1.3.	Number of regulations, directives and policies referring to Goal 5 of the Sustainable Development Goals	1			Yeditepe University Equity, Diversity, and Inclusion Committee Directive
1.4.	Number of regulations supporting gender equality	1			Equity, Diversity, and Inclusion Committee Directive
1.5.	Number of universities' anti-discrimination policies on gender, gender identity and sexual orientation	2			Diversity Policy; Equity, Diversity, and Inclusion Committee Directive
1.6.	Clear and understandable indication of the ways of name change in Diploma Graduation Certificates	0			
2.	Collaborations and Activities of Universities with NGOs to Draw Attention to GE				2/4
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 5 NGOs was realized.
2.2.	Number of models created and implemented with NGOs	0			
3.	Institutionalization of Combating Violence and Harassment in Universities: Sexual Harassment and Assault Units				4/10

89 <https://yeditepe.edu.tr/tr/yeditepe-universitesinden-dunya-emekci-kadinlar-gununde-anlamli-odul-toreni>

90 <https://yeditepe.edu.tr/sites/default/files/brosur/ya-tanim/35/>

3.1.	Presence of active Sexual Harassment and Assault Unit in universities	1	Subcommittee on Prevention of Sexual Harassment and Bullying
3.2.	Clear and understandable indication of the ways to apply to the Sexual Harassment and Assault Units at universities	1	Yeditepe University Equity, Diversity, and Inclusion Committee Directive Terms of References
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.	1	Yeditepe University Equity, Diversity, and Inclusion Committee Directive Terms of References
3.5	Number of trainings and/or seminars on issues such as harassment and mobbing	1	2 events
TOTAL SCORE		13/26	

Yeditepe University’s Social Contribution Policy⁹¹ includes the principle that human and animal rights, ethical and religious differences, cultural and spiritual values are respected, but there is no direct statement regarding the relevant thematic area among the *basic objectives, mission and vision* of Yeditepe University. In the Inclusion Policy⁹², although it is committed not to discriminate on the basis of gender, race, nationality, religion, age or marital status, there is no mention of sexual orientation and gender identity. On the information page titled “Our Responsibilities in University Life”⁹³ prepared by the Student Center for incoming students, the following statement is made: “Treats everyone equally and respectfully, regardless of their race, language, religion, skin color, gender, age, ethnic origin, sexual orientation, disability, etc.”.

In March 2022, a committee on equality, diversity and inclusion called YEDI was established⁹⁴. Legislation and policies promoting gender equality developed by the University have also been shaped specifically around the work of this committee and all content related to this unit has been prepared in English. In the 2019 Corporate Internal Evaluation Report, it was shared that the Sustainability Working Group has been conducting activities on SDG targets, including gender equality.

A review of the legislation did not reveal any directive on how to change the name on diploma-graduation certificates. Although the Regulation on Undergraduate and Associate Degree Education and the Regulation on Graduate Education and Training provide information on diploma requirements, there is no explanation about the name change in the diploma. The directive was also not shared in the response to the request for information.

According to the information accessed from the YEDI page, steps have been taken to establish a Sexual Harassment and Assault Unit at the university and a Subcommittee on Prevention of Sexual Harassment and Bullying has been established⁹⁵. It is not specified how the sub-committee

91 Yeditepe University Policies <https://yeditepe.edu.tr/tr/universitemiz-genel/politikalarimiz>

92 Yeditepe University Diversity Policy <https://sustainable.yeditepe.edu.tr/yeditepe-university-diversity-policy>

93 Yeditepe University Student Center <https://ogrencimerkezi.yeditepe.edu.tr/universite-yasaminda-sorumluluklarimiz>

94 Yeditepe University YEDI <https://yeditepe.edu.tr/en/yedi/about-us>

95 Yeditepe University YEDI Terms of Reference <https://yeditepe.edu.tr/en/yedi/terms-reference>

will receive applications and the only information about this unit is the “Terms of Reference” document posted in English on YEDI’s website. In case of an application, it is among the articles that the Legal Counseling Office, Student Center, Student Council and/or Yeditepe University Psychotherapy and Education Center (YÜPEM) and Psychological Counseling and Guidance Service (YURES) will work in cooperation and expert support will be obtained when necessary.

In terms of activities within the scope of gender equality, it has been observed that the university cooperates with very few NGOs and stakeholders. This is actually a normal consequence of the university’s weakness in the focus on gender equality, as the lack of activities carried out by the university administration and departments in this context naturally affected the collaborations on this issue, and the fact that there were only a few joint activities with stakeholders on this issue before diversity negatively affected the campus atmosphere in terms of gender equality. Nevertheless, despite such an atmosphere, it was noteworthy that the university organized an activity titled “Gender Equality in Business Life, Mobbing, Creating a Workplace Culture and Communication Techniques”, which enabled the university constituents to be informed.

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

A total of 60 people, including 42 students, 7 academic staff, 1 administrative staff and 10 graduates of Yeditepe University, participated in the study. The 60 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.

Yeditepe University Discrimination Scale Scores for LGBTI+ Persons

1	LGBTI+ persons are not subjected to verbal violence within the university.	61,6	Violence 67,666
2	LGBTI+ persons are not subjected to physical violence within the university.	77	
3	LGBTI+ persons are not subjected to psychological violence within the university.	56	
4	LGBTI+ persons are not subjected to sexual harassment within the university.	76	

5	LGBTI+ persons who are discriminated against within the university can express this freely.	64,6	Academic Activities	68,042
6	During the courses, the lecturer observes gender equality.	67,4		
7	Students observe gender equality during lessons.	70,6		
8	Course contents take gender equality into account.	64,6		
9	LGBTI+ persons do not face discrimination in classes.	68,4		
10	Extracurricular academic activities (seminars, workshops, etc.) LGBTI+ persons are not discriminated against.	69,4		
11	LGBTI+ persons are treated equally when communicating with academic staff at the university.	68,6		
12	LGBTI+ persons are treated equally when communicating with students at the university.	70,6		
13	LGBTI+ persons are not subjected to discrimination in dormitories.	50,6	Housing	54,75
14	In dormitories, LGBTI+ persons are treated equally when communicating with dormitory management.	52,6		
15	In dormitories, LGBTI+ persons are treated equally when communicating with dormitory staff.	55		
16	In dormitories, LGBTI+ persons are treated equally when communicating with students staying in dormitories.	60,6		
			SCORES	64,624

As can be seen in the table above, the members of Yeditepe University gave responses calculated as 67.666 points to the Discrimination-Violence sub-dimension consisting of 4 questions about LGBTI+s being subjected to violence at the university, 68.042 points to the Discrimination-Academic Activities sub-dimension consisting of 8 questions about being subjected to discrimination during academic activities, and 54.75 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 Yeditepe University was calculated as 64.624.

Of the 60 members of Yeditepe University, 1 lives in a KYK dormitory, 2 in a private dormitory, 28 in a university dormitory, 3 in a foundation dormitory and 26 do not live in a dormitory. The average score of 54.75 in the housing sub-dimension is explained by the participants' experiences or impressions of the dormitories where they reside. However, the dormitory experiences of 28 participants residing in the dormitory of Yeditepe University have an average score of 63.036. As can be understood from this, the experience of another dormitory or general impressions of dormitories seem to be more negative than the experiences of the individuals staying at Bilkent University dormitory

Yeditepe University Access to LGBTI+ Rights Scale Scores

1	LGBTI+ rights are freely defended at the university.	55,4	Örgütlenme ve Savunuculuk	51,666
2	Activities related to LGBTI+ rights are carried out freely at the university.	43,4		
3	LGBTI+ themed activities are carried out freely at the university.	42,6		
4	LGBTI+ students at university can come together to defend LGBTI+ rights.	63		
5	LGBTI+'s at the university can be organized into student communities.	54,6		
6	Pride at the university can be organized freely.	35,6		
7	LGBTI+ persons can express themselves freely within student communities.	67		
8	Classrooms are safe for LGBTI+ students.	68,6	Güvenli Alan	66,556
9	Common areas (e.g. cafeterias, canteens, libraries, study halls, laboratories, dining halls, sports facilities and similar socialization areas) are safe for LGBTI+ persons.	70		
10	Administrative buildings are safe for LGBTI+ persons.	61		
11	The university administration is knowledgeable about LGBTI+ rights.	43	Üniversite Mensuplarının Algı ve Tutumu	47,612
12	Administrative staff are knowledgeable about LGBTI+ rights.	43,6		
13	University security guards are knowledgeable about LGBTI+ rights.	37,4		
14	The university administration observes gender equality when communicating with students.	54,6		
15	Administrative staff observes gender equality when communicating with students.	55,4		
16	University security guards observe gender equality when communicating with students.	51,6		
17	Students have knowledge about LGBTI+ rights.	65,4	Akran Davranışları	69,112
18	Students observe gender equality when communicating among themselves.	68,6		
19	In the circle of friends, LGBTI+ issues are discussed in a positive atmosphere.	73,4		
			SCORES	55,492

As can be seen in the table above, members of Yeditepe University responded 51.666 for the Assembly and Advocacy sub-dimension, which consists of 7 questions about organizing opportunities at the university, and 66.556 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 47.612, and finally, the responses to the Peer Behavior sub-dimension, which consists of 3 questions measuring the attitudes of peers towards LGBTI+ students, were 69.112. As a result of the answers given to the questions in the scale, the total score for Yeditepe University was calculated as 55.492.