

## EQUALITY, DIVERSITY, AND INCLUSION POLICY

### 1. INTRODUCTION

Burdur Mehmet Akif Ersoy University (MAKU), as an institutional structure operating in the fields of education, research, and service, adopts an understanding that prioritizes equality, diversity, and inclusion. Our university accepts the differences of all individuals and advocates that everyone has equal rights. This policy explains MAKU's commitment to promoting and supporting equality, diversity, and inclusion.

### 2. POLICY STATEMENT

MAKU is dedicated to creating a culture that respects and values the diversity of individuals and groups within our community. We are committed to ensuring that all members of our community are treated with dignity, fairness, and respect, regardless of race, ethnicity, nationality, religion, age, gender, sexual orientation, disability, socioeconomic status, or any other characteristic.

### 3. OBJECTIVES

**The objectives of this policy are:**

- a. To provide equality, justice, and respect to all our staff, regardless of whether they are temporary, part-time, or full-time.
- b. Not to illegally discriminate against individuals at our university due to their different characteristics (gender, pregnancy and maternity, race, religion or belief, age, refugee and asylum seeker, etc.).
- c. To oppose and avoid any form of unlawful discrimination.
- d. To promote equality of opportunity and eliminate discrimination in all areas of university life, including recruitment, admissions, employment, teaching, learning, research, and provision of services.
- f. To raise awareness and understanding of EDI issues among members of the university and provide training and resources to promote inclusive practices.
- g. To actively address and challenge discrimination, harassment, and inequality whenever and wherever they occur within the university.

### 4. RESPONSIBILITIES

- a. **University Management:** University management is responsible for adopting and supporting the principles of equality, diversity, and inclusion and ensuring that these principles are incorporated into the university's policies and reflected in daily operations. This responsibility includes

allocating resources to support EDI initiatives, establishing clear goals and objectives, and holding themselves accountable for progress in promoting EDI throughout the university.

**b. Directors and Officers:** Directors and officers are responsible for implementing and promoting the principles of equity, diversity and inclusion in their areas.

**c. Faculty and Staff:** Faculty and staff are responsible for acting in accordance with the principles of equality, diversity and inclusion in their interactions with students.

**d. Students:** Students are responsible for promoting and supporting equity, diversity and inclusion among themselves and within the university.

## 5. IMPLEMENTATION

**MAKU does the following to implement this policy:**

- a. Organizing training programs and awareness-raising events.
- b. Developing and implementing policies that support diversity and inclusion.
- c. Strengthening mechanisms that combat discrimination and provide support.
- d. Supporting and highlighting diversity within the community.

## 6. COMPLIANCE AND REPORTING

MAKU will monitor compliance with the principles of equality, diversity and inclusion and take necessary measures in case of any violation.

This policy will be reviewed regularly and updated to respond to changing needs.

This Equality, Diversity, and Inclusion Policy demonstrates that MAKU is committed to providing an inclusive environment that encourages diversity. All university community members should contribute to making the university environment fairer and more inclusive by embracing the principles of this policy.