

SABANCI UNIVERSITY GENDER EQUALITY PLAN

Updated in 2025

Since its establishment, Sabancı University has upheld the core value of gender equality. The university demonstrates a strong commitment to this value in its institutional policies, teaching, and research, as well as with the commitment and selection of its Rector, General Secretary, Vice Rectors, Deans, Directors and other decision-makers. In accordance with Article 10 of the Constitution of the Republic of Türkiye, the University takes measures to uphold equality in practice.¹ Sabancı University has pioneering institutional documents and processes regarding [sexual harassment](#), [domestic violence](#) and [non-discrimination](#). It adopted its Gender Equality Plan (GEP) in 2021 and updated it in 2025. The GEP, co-designed by multiple stakeholders at Sabancı University, guides gender equality policies and establishes an institutional mechanism for their coordination, supervision, and implementation. With its GEP, Sabancı University upholds the following key objectives:

- Increasing the number of women faculty, researchers, and students in programs and ranks.
- Increasing the number of women in leadership and decision-making positions and integrating a gender perspective into these roles.
- Promoting an organizational culture that supports work-life balance.
- Fostering gender integration in research and teaching in alignment with principles of scientific excellence and ethical standards.
- Creating a safe and inclusive environment for all employees and students that is free from gender-based violence, including sexual harassment.

To achieve these objectives, the GEP features a range of capacity-building initiatives, including regular training for all employees and students, along with robust monitoring and evaluation mechanisms supported by systematic data collection.

¹ Article 10 guarantees equality before the law and asserts the state's obligation to ensure that equality between men and women exists in practice. The article also states that any measures taken to achieve this aim shall not be interpreted as a violation of the principle of equality. For the full text of the article, see https://www.anayasa.gov.tr/media/7258/anayasa_eng.pdf

Capacity Building & Data Collection

Since its formation in 2019, the Gender Equality Committee at Sabancı University has played a pivotal role in drafting the university's first Gender Action Plan from the ground up. The renewed committee (2025), comprised of faculty representatives, SU Gender Director, Chief Human Resources Officer, Research Development and Technology Transfer Office (SUATT) Gender Contact Point and Gender Equality Officer, is tasked with designing implementation strategies, advising on potential conflicts, facilitating the use of gender-disaggregated data for informed decision-making, ensuring timely reporting, and leading awareness-raising and capacity-building initiatives.

Sabancı University is committed to the systematic collection of gender-disaggregated data in the following areas:

- Recruitment across faculty, research centers, and administrative units.
- Student enrollment in faculties, undergraduate and graduate programs.
- Promotions and appointments to leadership and management roles.
- Integration of gender dimension in research and teaching including courses, projects, publications, theses, patents and innovations,

Sabancı University is committed to allocating resources to deliver capacity-building and training activities, including the following:

1. Integration of gender-sensitive decision-making into existing leadership development programs.
2. Gender equality and non-discrimination training for its staff members.
3. Sexual harassment prevention and support training for all staff and students; specific training for complaint receivers in relevant university committees and units, such as the Legal Department and the Health Center.
4. Gender-sensitive teaching for all teaching assistants of the core curriculum.

Recruitment and Career Progression

Sabancı University's recruitment processes are designed to be gender-neutral, with institutional mechanisms in place to promote gender equality in career progression. The GEP prioritizes the following actions:

1. Including a non-discrimination clause in all job advertisements.
2. Striving to approximate gender balance in shortlists for every position prior to filling a vacancy with principles of excellence and ethical standards.
3. Working towards gender balance in recruitment, performance evaluation, promotion, and award committees.
4. Maintaining, where possible, a gender balance in initiatives such as the Faculty Advisory Board.
5. Monitoring and addressing potential gender bias in teaching evaluations.

Work-Life Balance

Sabancı University fully complies with Labor Law No. 4857 concerning maternity leave regulations. The university supports employees through various care leave options and institutional childcare services, including an on-campus childcare facility. Additionally, remote and flexible work arrangements are available. In alignment with the objective of fostering work-life balance and promoting a supportive organizational culture, the GEP prioritizes the following actions:

1. Providing clear information about available care leave options, including parental leave, elderly care, and family sickness care, during recruitment and staff orientations.
2. Establishing return-to-work schemes to support staff after parental leave, including course reductions for faculty and mechanisms to ease administrative workloads during the six-month transition period.
3. Extending the performance evaluation timeline to accommodate periods of maternity and care leave.
4. Offering lactation rooms across campus that are easy to use, comfortable and provide privacy for mothers.

Decision-Making and Leadership

To promote gender equality in decision-making and leadership, and to enhance the quality of decisions by leveraging diverse perspectives, the GEP prioritizes the following actions:

1. Increasing the representation of women in all management and leadership positions.
2. Integrating a gender equality perspective into decision-making processes through targeted capacity-building and training programs.
3. Providing leadership training and mentoring opportunities for women identified for leadership development and progression.

Research and Teaching

The [Faculty of Arts and Social Sciences](#) is home to prominent scholars engaged in gender-related research. Sabancı University also hosts [SU Gender](#), the Gender and Women's Studies Center of Excellence, a vibrant hub for interdisciplinary gender research that promotes gender equality across education through its [Purple Certificate Program](#), a training and capacity-building initiative. [Corporate Governance Forum of Turkey](#) which operates as a research and policy initiative within [Sabancı Business School](#), advances gender equality through initiatives such as [Independent Women Directors](#), [30 Percent Club Turkey](#), and [Business Against Domestic Violence](#). The Sabancı University Research Development and Technology Transfer Office ([SUATT](#)) supports researchers by offering guidance on integrating the gender dimension into research proposals. In alignment with the objective of integrating gender perspective into teaching, curriculum, and research while eliminating potential biases in research processes and outputs, the GEP prioritizes the following actions:

1. Providing support (and, where relevant, training) on existing guidelines for integrating gender into research design and implementation.
2. Considering gender dimension in all internal funding processes.
3. Encouraging the applicants to address the gender dimension where applicable.
4. Actively following external funding opportunities for gender-focused research.

5. Offering capacity-building resources and guidance to core curriculum instructors and teaching assistants for integrating gender into teaching practices.

Measures Against Gender-based Violence including Sexual Harassment

Sabancı University is committed to fostering a safe, inclusive and respectful environment for all employees and students, free from gender-based violence, including sexual harassment. To support this commitment, the GEP prioritizes the following actions:

1. Revising existing policy documents and protocols on gender-based violence and sexual harassment to ensure alignment with current institutional policies and standards to address emerging forms of violence including digital and tech-facilitated harassment.
2. Establishing a coordinated mechanism among relevant committees to promote regular interaction and information-sharing.
3. Ensuring the timely renewal of all committee memberships and conducting training for new members.
4. Providing comprehensive information on all related procedures and support mechanisms for all staff and students.

Approval and Publication

This Gender Equality Plan of Sabancı University was approved by the President and Secretary General on 30/10/2025. The current version is publicly available at the below link and is actively communicated to all employees and students. The Gender Equality Committee has been assigned to oversee its implementation and monitoring.

[<https://www.sabanciuniv.edu/tr/hakimizda/universitemiz/cinsiyet-esitligi-eylem-planı>]