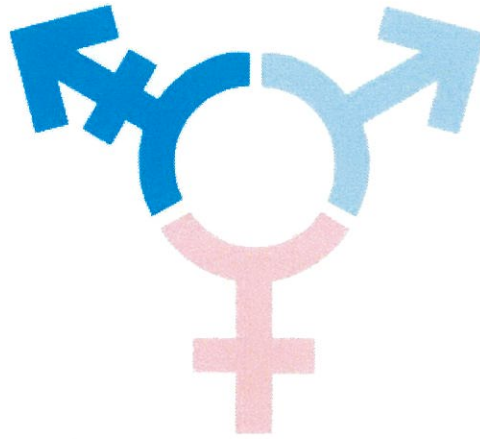


# GENDER EQUALITY PLAN 2024-2026



## **1. Introduction**

Anatolia College is committed to gender equality within its workforce and across all its functions as part of its wider focus on equality, diversity and inclusion (EDI). We undertake initiatives to support EDI, such as adopting policies related to gender equality, non-discrimination and work flexibility. Additionally, it's always our priority to make EDI part of our decision-making in terms of both strategic and everyday work-life decisions. It's an ongoing process that aims at making more and more people involved and highlights the importance of such values in all aspects of our functioning.

## **2. Dedicated resources**

Our HR team supports, integrates and coordinates the portfolio of work to foster Equality, Diversity & Inclusion (EDI) in Anatolia College. Hence, the GEP is implemented by providing both financial (working hours) and human resources (expertise, skills, competencies).

Anatolia College, through members of its HR team, is also actively involved in initiatives and events related to EDI at a national and international level.

In terms of tasks and responsibilities, we are responsible for:

- The collection of gender-disaggregated data and the carrying out of annual reporting based on indicators.
- Undertaking an equal pay audit, which compares the pay of men and women doing equal work.
- Reporting annually on our workforce data, including by sex/gender, and setting targets to improve the representation of women in the workforce and especially in management/leadership positions from this analysis
- Updating the GEP content (including action points, indicators etc.).
- Providing input to the Cabinet of Anatolia College.

- Regular training on our “Employment Conditions Policy,” including recognizing and reporting sexual harassment and unconscious gender bias, equal employment opportunity and non-tolerance to discrimination.

### **3. Data collection and monitoring**

In 2023, Anatolia College carried out the first comprehensive analysis of gender differences in payment and career paths, which included data from more than 110 job roles and keeps records of statistics of the male-to-female ratio\* from the year 2019 onwards. It is committed to continuing and expanding the collection of gender-related data in line with the monitoring of the effects of the policy measures within the Employment Conditions Policy and its overall strategy toward a more inclusive academic culture.

A key objective in our emerging EDI strategy is to develop approaches to monitoring, measuring and evaluating change. However, per the European Union General Data Protection Regulation (GDPR), some data may not be published.

*\* The analysis is made according to biological sex at birth, in a binary fashion (female, male); an intersex category has not been considered in the present plan, but it is expected that the actions to be taken within the next years will set the ground for the development of a three-category based analysis: woman, man, and non-binary (or gender-diverse).*

### **4. Training**

It is our priority that all faculty and staff are involved in implementing the GEP. We will organize workshops/training to increase research capacity on gender and associated inequalities, as well as monitor the HR development measures and mainstream gender in its daily actions. We aim at gender balance in leadership and decision-making, monitor recruiting practices and are committed to using gender-responsive language.

These activities have the specific objectives of improving working conditions and work-life balance for all Anatolia College staff and faculty, helping implement gender-fair organizational structures, boosting women's professional capabilities, integrating the gender dimension in teaching and research, and increasing research outputs and



impacts. Examples of this integration are the teaching of Higher Education level courses on gender and internally funding research projects on gender inequalities. The target is to hold a minimum of one workshop/training annually.

Furthermore, our senior management team is committed to promoting measures to raise awareness of equality and unconscious bias among personnel and offering specific training to all members of personnel.

Over the past two years, we have reviewed and improved our system and procedures for reporting and addressing complaints regarding unacceptable behavior via our Employment Conditions Policy.

### **5. Work-life balance**

Improving work-life balance can result in significant productivity improvements, reduced risk of burnout, and greater well-being. Therefore, Anatolia College has launched the “Work-from-home Policy” so that all eligible employees can benefit from such arrangements. Additionally, flexible work schedule arrangements can also support this goal. Moreover, Anatolia College offers additional benefits to support new parents, including financial support and further flexibility.

We aim to keep flexible working models in place and intensify efforts to consider individual needs and situations, including opportunities for teleworking. This activity serves the overall objective of further developing a gender-responsive work culture and work organization within Anatolia College, especially the specific objective of improving working conditions/work-life balance.

### **6. Gender balance in leadership and decision-making**

Enhancing female participation in leadership and decision-making processes, e.g. through women’s inclusion in management boards, is recognized as having a major importance for gender equality. Studies have shown that the inclusion of women in senior levels of management has a direct and positive impact on an institution’s performance and its public profile. More specifically, Anatolia College’s general gender distribution for the total population is 69% female and 31% male, whereas in managerial roles, we have 57% female and 43% male.

To further such balance, we aim to observe gender balance in recruitment and career promotion procedures, and our revised (2023) recruitment policy includes the following statement:

*"Equal opportunities. Anatolia College recognizes its responsibility to provide employment opportunities for those who are under-represented in the work marketplace, e.g. physically disabled individuals in all sections, women in managerial positions, and ethnic minorities. Anatolia College shall make every reasonable adjustment required to enable these groups to be considered for the position (title). Therefore, all advertisements carry a statement of equal opportunities as an invitation to under-represented groups." and "Anatolia College does not discriminate on the basis of race, color, national or ethnic origin, religion, sex, sexual orientation, marital or parental status, age, or disability in the recruitment and admissions of its students, in the administration of its educational policies and programs, or its recruitment and employment of its faculty and staff."*

#### **7. Measures against gender-based violence and sexual harassment**

Harassment is an equal opportunity offender that affects employees at all levels of an organization. Employees affected by harassment have higher rates of absenteeism, difficulty concentrating at work, and are more likely to quit their jobs. Other workers witnessing the incidents are also affected.

Harassment refers to any behavior that violates a person's dignity and creates an intimidating, hostile, degrading, humiliating or offensive environment. These behaviors include sexual harassment and forms of behavior linked to the person's sexual orientation, expression, identity or gender facial features.

Anatolia College adopts a zero-tolerance attitude towards sexual harassment and gender-based violence and takes action to further consolidate a mentality that ensures the dignity of employees is a commitment for the Management. In this context, the awareness of our employees about gender-based violence, including sexual harassment, needs to be continuous.

More specifically, our "Employment Conditions Policy" includes, among others, the values underlying the relationships and communication between employees, the code of conduct

as well as the extensive reference to sexual and other harassment it's uploaded on the organization's intranet.

Anatolia College has adopted a zero-tolerance attitude towards harassment and gender-based violence. It implements institutional policies on sexual harassment and other forms of gender-based violence within the organization.

It also assesses the risks of violence and harassment overall and takes measures to prevent and address the risks. Last but not least, we regularly raise employees' awareness of issues of violence and harassment at work and eliminate or limit the risks of the occurrence of such phenomena.

