



INSTITUTIONAL POLICY DOCUMENT

Eliminating Gender Inequality and Preventing Gender-Based Violence

Association For Social Research On The Four Generations Of Rights

EQUALITY • TRUST • CARE • ACCOUNTABILITY

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INTRODUCTION

This policy document has been prepared to provide an institutional framework for preventing gender-based violence, supporting those subjected to violence, and establishing effective, transparent and accountable mechanisms in response to violations. This policy document is not merely an ethical framework; it is also an applicable, measurable institutional instrument with enforceable sanctions.

The Association for Social Research on the Four Generations of Rights adopts as a fundamental principle its obligation to provide an egalitarian, safe and violence-free environment for employees, volunteers, stakeholders and beneficiaries in all its fields of activity.

SCOPE

This document covers all forms of gender-based violence, harassment, mobbing and discrimination that may occur in all physical and digital spaces within the institution or related to it, and is binding on all stakeholders.

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COMPLIANCE WITH LEGAL AND INTERNATIONAL FRAMEWORKS

This policy document has been prepared in full compliance with the principal national and international regulations concerning the prevention of violence against women and gender inequality.

At the international level, the principal reference points of this document are CEDAW, which defines all forms of discrimination against women and imposes concrete obligations on States Parties; ILO Convention No. 190, which addresses violence and harassment in the world of work as a human rights issue; the Istanbul Convention, which comprehensively regulates gender-based violence; decisions of the UN Human Rights Commission and the case-law of the European Court of Human Rights; and the European Union Gender Equality Strategy.

At the national level, the Turkish Penal Code and Law No. 6284, which provides specific protection mechanisms against violence against women, have been taken as a basis.

In light of all these frameworks, gender-based violence is addressed not merely as an issue of individual victimisation, but as a systematic form of discrimination and is assessed within the scope of the principle of non-discrimination.

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OBJECTIVES

- To create an egalitarian, safe and violence-free institutional environment
- To establish structural mechanisms to prevent gender inequality within the institution and for all its stakeholders
- To make application and support systems accessible and effective
- To ensure prompt, fair and effective intervention in cases of violence and harassment
- To develop awareness and capacity within and outside the institution

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INSTITUTIONAL MECHANISM**4.1 Gender Equality Commission**

An independently functioning Gender Equality Commission shall be established within the institution. Duties of the Commission:

- To receive and assess applications
- To conduct the process in accordance with the principles of confidentiality and trust
- To recommend and implement the necessary sanctions
- To coordinate support mechanisms

4.2 Application Mechanism

- All employees, volunteers and stakeholders have the right to submit an application
- Applications are received through online and/or face-to-face channels
- Applicants' identities are protected in accordance with the principle of confidentiality
- In accordance with the principle of urgency, the process is initiated without delay

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FUNDAMENTAL PRINCIPLES**5.1 Taking the Statement as the Basis**

In cases of gender-based violence, the applicant's statement is sufficient to initiate the process.

5.2 Confidentiality

The entire process is conducted in a manner that protects the privacy of the parties.

5.3 Care and Non-Revictimisation

The entire process is designed to prevent the person from being harmed again.

5.4 Impartiality and Trust

An approach maintaining equal distance from all parties while taking power relations into account is adopted.

5.5 Zero Tolerance

No form of gender-based violence is accepted.

5.6 Prohibition of Discrimination

No person shall be subjected to discrimination on grounds including gender, sexual orientation, identity, class or ethnicity.

5.7 Urgency

Applications are addressed without delay.

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SANCTIONS AND INTERVENTION

The following sanctions may be applied as a result of applications:

- Warning and formal notification
- Termination of institutional relations
- Exclusion from events and duties
- Termination of contract
- Initiation of legal proceedings where necessary

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INSTITUTIONAL SUPPORT

The institution undertakes that individuals subjected to violence or discrimination will not be left without support. Accordingly:

- Access to and referral towards psychosocial support mechanisms will be provided in order to prioritise the individual's well-being during psychologically challenging processes;
- Where possible, legal counselling will be offered to support the individual's empowerment in rights-claiming processes;
- Cooperation will be established with civil society organisations and expert networks with relevant experience and expertise, facilitating the individual's access to the resources and support they need.

The institution assumes these commitments not as a procedural obligation, but on the basis of its conviction that protecting the dignity and safety of every individual is an institutional responsibility.

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MONITORING AND EVALUATION

- The Policy is systematically reviewed at least once a year;
- The data obtained are stored and analysed within the framework of confidentiality and security principles;
- Impact assessment is carried out in order to measure change and transformation;
- Transparent reporting in accordance with European Union project standards is carried out and shared with the public.