



## SDG 10 - REDUCED INEQUALITY

The 10th label in THE impact ranking is 'Reducing Inequalities'. This label investigates how universities tackle economic, health-based and international inequalities. The focus is on disadvantaged groups. The emphasis in the label is on anti-discrimination measures, policies and practices that eliminate inequality. In this respect, there are various question headings that include information about the disadvantaged groups at our university and the steps taken to meet the demands and needs of these groups.

As Üsküdar University, various activities are carried out within the institution to ensure that existing inequalities are minimized and that the university acts within the framework of the principle of 'equality of opportunity' to benefit from all opportunities provided by the university, especially education. Among the disadvantaged groups that constitute the nature of the label, the three most prominent groups at our university are disabled people (students and employees), international students and foreign national staff and women. Our university has a serious institutional structuring and experience for these three groups both at the political and practical level. Political arrangements to minimize the inequalities experienced by disadvantaged groups are protected by policy texts such as directives, regulations, etc., and the practices are ensured to be sustainable by entering the institutionalization process with the structures such as units, commissions, etc. established. Thus, as Üsküdar University, we support the theoretical efforts in the field of inequality, which is fought universally, in the field of practice with our institutional structuring and activities.

### ***- First-generation students***

Number of students	170123
Number of students starting a degree	4861
Number of first-generation students starting a degree	2443

### ***- International Students from developing countries***

Number of students	17123
Number of international students from developing countries:	2845

### ***- Proportion of student with disabilities***

Number of students:	17123
Number of students with disability:	793



*Proportion of employees with disabilities*

Number of employees:	1136
Number of employees with disability:	13

**- Measures against discrimination**

**- Does your university as a body have an admissions policy which is non-discriminatory or which details and explains the logic for any appropriate positive discrimination policies in admissions, which is publicly posted?**

As Üsküdar University, as a policy aimed at reducing discrimination and ensuring equality in university admission, scholarship opportunities are offered under various headings. Üsküdar University offers scholarship opportunities in undergraduate and graduate programs in order to reduce inequalities of opportunity for disadvantaged groups. Our university aims to include under-represented groups in higher education with options such as special deprivation scholarships, institutional scholarships, foreign student scholarships and disabled student scholarships, sports scholarships, and ÖSYM success scholarships in admission to undergraduate programs. Special deprivation scholarships are also offered to students in master's programs. Detailed information on the content of the scholarships is presented in the attached document. In addition, as a socially disadvantaged group, convicts are also accepted as students to our university in accordance with the legal framework determined by the Turkish Higher Education Council.

For more detail information you can visit our internet website:  
<https://uskudar.edu.tr/en/scholarships>

Policy created: 2013

The scholarship directive is continually updated, with modifications made from time to time. It was initially published in 2013 by the board of trustees' decision. The scholarship directive is continually updated, with modifications made from time to time. It was initially published in 2013 by the board of trustees' decision.

Policy reviewed: 2023

**- Does your university as a body measure/track applications & admissions of underrepresented (and potentially underrepresented) groups including ethnic minorities, low-income students, non-traditional students, women, LGBT students, disabled students, and newly settled refugee students?**

Yes. Practices for Underrepresented Groups;

**Women** Üsküdar University is committed to fostering the academic success and educational attainment of female students. To support this initiative, the university has established a



Solution-Oriented Women's Issues Application and Research Center, which focuses on key areas such as "Women's Access to Education" and the "Gender Equality Action Plan." Relevant links to the activities of the center have been provided for further exploration.

<https://uskudar.edu.tr/uscozum/womens-access-to-education>

Output Report of Women's Employment in Üsküdar University Research and Development Activities

The employment rates of our female employees in these activities emerge with the regular follow -up of the project, research, development activities followed by our ARGEYEP (R & D and Innovation Policies Director) unit established within Üsküdar University. The female-male ratios in the reported studies are used in the review of the objectives of the following year and in the improvement studies for employment, and women are regularly reported to follow the existing situation in their employment for the project conductor or project team.

<https://uskudar.edu.tr/uscozum/uploads/site/19/content/files/2022-2023-tr-argeyep-women-project-tracking-report.pdf>

The statements of our faculty members of our university about the increase in women's academic success have an impact on increasing the visibility of female students in education. Links have been shared to access the news of our University Faculty Members on the relevant subject.

<https://uskudar.edu.tr/en/icerik/37327/womens-success-of-uskudar-was-recognized-in-theinternational-arena>

One of our female academicians who have been a faculty member of Üsküdar University, Department of Forensic Sciences for 6 years. Dr. Aylin Yalçın Sarıbey is Turkey's first Forensic Ballistic Specialist. She worked as a judicial science specialist and ballistic specialist in the criminal laboratories of the Gendarmerie General Command for 20 years. In this context, a large number of female Forensic Sciences under the field of Forensic Ballist, Firearms and Toolmarks Examination are educated by Üsküdar University.

In 2023, one of our female students who graduated from the bachelor of the Forensic Sciences started to work as a Forensic Ballistic Specialist in the Criminal Police Laboratory of the Ministry of Interior.

One of our Forensic Sciences Undergraduate Student has worked in the Belgian Royal Academy Ballistic Laboratory.

Two female students, who graduate of the Forensic Sciences, started to work as Production and Quality Officer in two different weapons factories in our country.

In 2023, academic studies and activities carried out in the field of judicial ballistic with our female students are presented below.



On 28-29 September 2023, the 3rd Criminalistic and Criminal Congress held at the Gendarmerie Coast Guard Academy was attended by 12 verbal 1 poster papers.

#### TÜBİTAK 2209 PROJECTS

- Mermi Çekirdekleri Üzerindeki Adli Balistik İzlere Toprak Etkisinin Zamana Bağlı Olarak İncelenmesi (Investigation of the soil effect on judicial ballistic traces on bullet seeds depending on time)
- Mermi Çekirdekleri Üzerindeki Adli Balistik İzlere Suyun Deformasyon Etkisinin Zamana Bağlı Olarak İncelenmesi (Investigation of the deformation effect of water on the judicial ballistic traces on bullet seeds depending on time)
- Hedef Yüzeyler Üzerindeki Atış Artıklarından Fourier Dönüşümlü Kızılötesi Spektrometresi (FTIR) Kullanılarak Adli Amaçlı İncelenmesi (Fourier -Fourier -Found Graduated Spectrometry (FTIR), one of the firing residues on target surfaces, for judicial examination for judicial purposes.

#### **Disabled Students**

In line with the Üsküdar University Disabled Students Unit Structuring and Working Principles Directive, it continues its activities in order to meet the needs of registered disabled students during their education, to identify the obstacles they may encounter, to determine the measures that can be taken against these obstacles, to offer solutions to eliminate the obstacles and to make the necessary arrangements.

<https://www.uskudar.edu.tr/assets/uploads/sayfa/18/file/19.pdf> At the same time, the Disabled Student Unit, which operates within the Health, Culture and Sports Directorate of our University, is responsible for working to ensure that students who study at our university and have special needs due to any disability can access all the facilities at the university as easily as other students. <https://sks.uskudar.edu.tr/en/disabled-student-unit>

**International Students** Our International Students Office operates to support our international students registered at our university and to solve their problems quickly and easily. Equivalence, course registration, summer school, preparatory school, exams, STIX-OBS-LMS systems, etc. A link has been shared for detailed information about the International Students Office, which acts as a bridge to guide international students in academic, administrative and social matters and in the adaptation process to the university: <https://sks.uskudar.edu.tr/en/international-student-relations-office>

#### Target Friendship Project

There is also a project called "Target Friendship" that is carried out to make the acceptance and post-acceptance processes of international students more effective. This project aims to reduce the disadvantages experienced by international students by utilizing peer mentoring.



<https://uskudar.edu.tr/en/icerik/44695/the-second-term-of-target-friendship-project-trainings-has-been-completed>

**- Does your university as a body take planned actions to recruit students/staff/faculty from under-represented groups?**

In addition to encouraging the employment of women, Üsküdar University also cares about the employment of foreign lecturers and administrative staff and disabled individuals. With this approach, it pursues a sustainable mission that aims to increase the visibility of underrepresented groups. These efforts reflect the university's commitment to supporting diversity and inclusion.

**- Women**

Üsküdar University Women's Social Responsibility Projects, Awards and Women's Studies emphasised the visibility of women with many scientific publications in the 2023-2024 academic year. In all faculties within Üsküdar University, our female lecturers and students have an important share with their projects and scientific studies. To put it numerically, 58 project applications were made by Üsküdar University in 2023. These applications were made only by female academics. Social Responsibility Projects, Patents and Utility Models have been awarded within different organisations. Access link has been added for detailed information: <https://uskudar.edu.tr/uscozum/en/annual-reports>

On 20.05.2024, the seminar on 'Disadvantaged Groups in Business Life: Women and Children' seminar organised by the Vocational School of Health Services within the scope of University Culture course. Lecturer. Orse Demirel moderated the seminar and Lecturer. Lecturer. Emine Akgün made a speech raising awareness on the relevant issue. This seminar, which was held with the participation of university students, emphasised the visibility of disadvantaged groups in working life and the need for sustainability of the work in the field. For detailed information, the access link is attached: <https://uskudar.edu.tr/tr/is-hayatinda-dezavantajli-gruplar-kadinlar-ve-cocuklar>

Üsküdar University aims to ensure equality of rights and opportunities between women and men and to combat discrimination with the Gender Equality Action Plan covering the years 2022-2026. This plan includes informing students, faculty members and all university employees as well as the community. In addition, various training and education programmes are organised to raise awareness on gender equality. These programmes aim to improve the knowledge and skills of academic and administrative staff and students on gender equality. The implementation of the action plan will be undertaken and monitored by the University Senate. Implementation results will be evaluated and reviewed and updated when necessary. The relevant link has been added to access the details of the action plan: <https://uskudar.edu.tr/uscozum/gender-equality-action-plan>



Üsküdar University, which attaches importance to women's participation in business life and taking part in organisations as managers, strengthens its position among women employee-friendly institutions in terms of academic and administrative staff every year. Women constitute 52 per cent of Üsküdar University's academic staff and 60 per cent of the administrative staff.

The news link of the relevant information has been added:  
<https://uskudar.edu.tr/tr/icerik/57024/uskudar-universitesinde-kadin-temsil-orani-artiyor>

- International Academic Staff and Students

In accordance with the Human Resources Directorate Academic and Administrative Personnel Appointment and Operation Procedures 4.2.1.5. 'Employment of Foreign National Contracted Lecturers Foreign National Lecturers' appointments are made according to the Foreign National Lecturer Appointment Workflow Chart based on the completion of the necessary documents in accordance with Article 34 of the Higher Education Law No. 2547 and Article 16 of Law No. 2914: <https://uskudar.edu.tr/assets/uploads/sayfa/527/file/uu-yabanci-uyruklu-ogretim-eleman-atama-is-akis-semasi.pdf>

Thanks to the presence of our University's Personnel Department and Foreign Languages Coordination Office, which are sensitive to cultural diversity, our employment of foreign students, lecturers and administrative staff is quite high. In this context, we respect different cultures, beliefs and lifestyles; we stand against discrimination in our working and social environment. For detailed information, the relevant link is shared:  
<https://uskudar.edu.tr/tr/personel-daire-baskanligi>

Evaluating the issue of international student mobility and educational tourism, Üsküdar University Rector Prof. Dr. Nazife Güngör emphasised that universities are institutions that do not discriminate and operate according to universal values and criteria. Prof. Dr. Güngör stated that the diversity, plurality, recognition and adoption of differences on university campuses have a positive effect on the world at large and said, 'They are our guests. When they complete their education and return to their own countries, they continue to contribute as cultural ambassadors for our country.' The link is shared for the details of the related news:  
<https://uskudar.edu.tr/en/icerik/44933/international-students-are-cultural-ambassadors-for-our-country>

- Individuals with Disabilities

Üsküdar University, which includes disabled individuals in its administrative staff, has a unit specially established for the needs and demands of disabled students. The needs of disabled students are met through this unit. In addition, the Barrier-Free Life Support Application and Research Centre (ENMER), established within the university, works to provide equal opportunities for more disabled people in both academic and social life. For detailed



information about ENMER, the relevant link is shared:  
<https://uskudar.edu.tr/enmer/hakkinda>

On 22.05.2024, 'Autism Awareness Training Programme' was organised in cooperation with Üsküdar University Vocational School of Health Services (SHMYO) Occupational Health and Safety Programme and Young Red Crescent Club. The event aimed to raise awareness of Autism Spectrum Disorder and drew attention to the importance of early diagnosis and intervention. The news link of the mentioned event is attached:  
<https://uskudar.edu.tr/en/icerik/47896/early-diagnosis-and-treatment-of-autism-is-very-important>

On 04.12.2023, Üsküdar University Health, Culture and Sports (SKS) Department organised a programme titled 'Success Knows No Barriers' within the scope of 3 December World Disability Day. Lawyer MP Serkan Bayram took part in the programme as a speaker and Bayram drew attention to the fact that no one should be left behind because of disabilities in the Turkish century of our Republic. Saying why there should not be a disabled rector in the new century, Bayram said, 'The state is not governed by hand and foot, the state is governed by heart and mind and brain. What we cannot hold with our hands, we will hold in our hearts and we will never let go.' The link to the details of the organised programme has been added:  
<https://uskudar.edu.tr/enmer/basari-engel-tanimaz>

On 05.11.2023, Üsküdar University Vocational School of Health Services (SHMYO) organised an online event 'Empowerment and Rights-Based Approach in Children with Special Needs'. The event, which was held within the scope of '20 November World Children's Rights Day', addressed the daily life of children with special needs, their communication with their parents and their future in all its scope. The link to access the details of the event is shared:  
<https://uskudar.edu.tr/tr/icerik/42877/ozel-gereksinimli-cocuklarin-yeteneklerini-ortaya-cikarmak-bizim-elimizde>

**- Does your university as a body have anti-discrimination and anti-harassment policies?**

Uskudar University has a specific directive to this purpose, the Directive for Preventing Harrassment and Discrimination. The directive's stated goal is to raise awareness regarding sexual harassment, mobbing, and discrimination among academic and administrative personnel and students, as well as to investigate any related complaints. The directive has published to public. You can reach the related document following link:  
<https://uskudar.edu.tr/assets/uploads/sayfa/18/file/taciz-yonerge-revize-son-senato-23-01-2020-003.pdf>

**Policy created:** 2017

**Policy reviewed:** 2018, 2020.





**- Does your university as a body have a diversity and equality committee, office and/or officer (or the equivalent) tasked by the administration or governing body to advise on and implement policies, programmes, and trainings related to diversity, equity, inclusion and human rights on campus?**

In the conference held on 02.11.2023, moderated by Prof. Dr. Ebulföz Süleymanlı, Director of Üsküdar University Human Rights Studies Application and Research Center (IHAMER) and faculty member of the Department of Sociology, Dr. Özgür Aydın, faculty member of Akdeniz University Faculty of Law, General Public Law Department, took part as a speaker. In the programme where the bases of discrimination were discussed in terms of human rights philosophy and positive regulations, Dr. Aydın focused on examples from the case law of the ECtHR and the Constitutional Court. A link is attached for details about the related conference:

<https://uskudar.edu.tr/tr/icerik/42749/uskudar-universitesi-insan-haklari-temelinde-esitlik-ilkesi-ve-ayrimcilik-yasagi-konulu-cevrimici-konferans-gerceklestirildi>

Üsküdar University aims to develop social responsibility activities that will support social awareness within the scope of the Twelfth Development Plan (2024-2028) with the 4th generation university understanding. Our cooperation with NGOs, which are our external stakeholders, encourages research and activities in the field of human rights. The Human Rights and Equality course in the university curriculum also has an active role in combining human rights with life practices. The syllabus of the course is shared.

Solution-Oriented Women's Issues Research and Application Centre aims to support research that will serve to investigate the sources of the problems experienced by women in Turkey with a broad perspective from individual to social effects and to develop solutions, to contribute to the increase of women's research to be conducted within Üsküdar University and to develop planning and strategy on the subject. The Centre also aims to contribute to the implementation of research, education, policy development and implementation projects that aim to prevent violations of women's human rights and to solve the problems underlying the unrecognised labour of working women at the level of consultancy or expertise. The Centre aims to prepare special training programmes for managers, experts and implementers of policies, plans and projects aiming to integrate the solution of women's problems into public policies. A link has been added for access to the web page of the Centre:

<https://uskudar.edu.tr/uscozum/en>

Üsküdar University gender equality action plan aims to identify the disadvantaged positions of women in society and to solve these problems. This goal is expressed in Article 10 of our Constitution as follows: 'Everyone is equal before the law without distinction of language, race, colour, sex, political opinion, philosophical belief, religion, sect and similar reasons. Article 10 of the Constitution directly states that it is the positive obligation of the state to





realise gender equality and guarantees that positive action shall not amount to discrimination (Additional paragraph: 7/5/2004-5170/1 Art.)’.

The implementation of this action plan covering a four-year period (2022-2026) will be committed, executed and monitored by the University Senate.

Access links to Üsküdar University Gender Equality Action Plan have been added:  
<https://uskudar.edu.tr/assets/uploads/sayfa/18/file/uskudar-universitesi-toplumsal-cinsiyet-esitligi-eylem-plani-2022-2026.pdf>

<https://uskudar.edu.tr/uscozum/uugeap>

<https://uskudar.edu.tr/uscozum/en/gender-equality-action-plan>

**- Does your university as a body provide mentoring/counselling/peer support programmes to support students, staff, faculty from underrepresented groups?**

Considered as an immigrant group, international students are exposed to discrimination and underrepresentation both on and off campus. The second term trainings of the Target Friendship Mentorship Programme within the scope of Üsküdar University Scientific Research Project (BAP), which aims to bring international students and Turkish students together through cooperation, activities and trainings and to improve their social cohesion with common goals, took place on 21.03.2024. The link to access the relevant programme has been shared:  
<https://uskudar.edu.tr/en/icerik/44695/the-second-term-of-target-friendship-project-trainings-has-been-completed>

Uskudar University International Student Office offers peer mentoring and support programmes for international students through the International Student Support Team (ISS Team), providing guidance to enable these students to participate more actively and equally in social life in new environments. In addition, the university's Psychological Counselling Unit provides free mental health services to all students, including underrepresented groups.

- You can access the web page of the Psychological Counselling Unit (PDB) from the link below:

<https://sks.uskudar.edu.tr/en/psychological-counseling-unit>

- You can access the PCU's directive from the link below:

<https://uskudar.edu.tr/assets/uploads/sayfa/18/file/uu-psikolojik-danismanlik-birimi-yonergesi.pdf?1>

- You can access the web page of the International Student Office from the link below:

<https://international.uskudar.edu.tr/en>

- You can access the social media of the ISS Team from the link below:

[https://www.instagram.com/uskudar\\_issteam/](https://www.instagram.com/uskudar_issteam/)



On 30.10.2023, Uskudar University Department of Nursing initiated the peer mentoring programme for the second time between the first and fourth years. Students showed great interest in the programme, which was implemented in order for fourth years to transfer their knowledge and experience to first years and to provide academic support. The link of the related event is shared:

<https://uskudar.edu.tr/sbf/tr/etkinlik/1827/akran-yonderligi-bulusmasi>

The Directive on Education, Training and Examination Practices for Students with Special Needs is used in order to eliminate the problems encountered by students with special needs enrolled in associate degree, undergraduate, graduate or doctoral programmes at Üsküdar University in course and examination practices due to their special needs and to contribute positively to their success. The link of the said directive is attached:

<https://uskudar.edu.tr/assets/uploads/sayfa/18/file/uu-ozel-gereksinimli-ogrenciler-icin-egitim-ogretim-ve-sinav-uygulamalari-yonergesi.pdf?1>

‘Wherever they are in the world, university campuses are the living spaces of multinationality, multiculturalism, multilingualism, multiethnicity, all kinds of diversity, plurality and difference. Since science is universal, what could be more natural than that universities, which are the production centres of science, should also have the feature of universality?’ Üsküdar University Rector Prof. Dr. Nazife Güngör stated that international students are cultural ambassadors. The link to the related news is shared:

<https://uskudar.edu.tr/tr/icerik/44899/uluslararasi-ogrenciler-ulkemiz-icin-birer-kultur-elcisi>

On 08.05.2024, Üsküdar University Health, Culture and Sports (SKS) Department International Student Relations Office and Intercultural Student Club organised the ‘International Students Day’ event. International students studying at Üsküdar University from different geographies of the world introduced the cultures of their countries with colourful images. A link has been added for the details of the news: <https://uskudar.edu.tr/tr/icerik/45153/uluslararasi-ogrencilerin-renkli-bulusmasi>

#### **- Does your university as a body provide accessible facilities for people with disabilities?**

Yes. Üsküdar University’s dedication to fostering inclusivity is manifest in the thoughtfully structured environments of its campuses. At each site, the institution has implemented an array of purpose-built facilities—such as customized dining areas, staircases, elevators, workspaces, and accessible entry and exit points—designed specifically to accommodate the diverse needs of individuals requiring specialized support. The measures outlined in the accompanying document validate these efforts. This holistic strategy not only enhances mobility for these individuals but also underscores the university's role as a pioneering entity in the promotion of inclusive education. Through this proactive stance, the university exemplifies its unwavering commitment to the principles of equity and actively promotes

social consciousness. All elevators in the university's campuses have been designed to be accessible for individuals with disabilities.



Disabled toilets in accordance with the standards are available in all our units. There are warnings, signs and signs for students with special needs. Disabled ramps are available at the entrances, exits and in all required areas. Tactile flooring (visually impaired walkway) is a globally accepted flooring system for the visually impaired, applied indoors and outdoors. Guideways made with this floor system provide superior walking ability for visually impaired citizens. Tactile surfaces are designed to be used for our visually impaired individuals in public institutions and organizations, hospitals, municipalities, etc. in many areas.

**- Does your university as a body provide support services for people with disabilities? (e.g. personal assistants, interpreters)**

Üsküdar University has published a policy document titled "Üsküdar University Education and Exam Practices Directive for Students with Special Needs," which was developed by the university administration to address the educational and examination needs of students with disabilities. This directive outlines the rights of students with disabilities regarding their educational experiences and exam processes. The directive was officially enacted through a Senate decision on February 28, 2019 (Senate Decision No. 2019-07) and is implemented by the Rector of Üsküdar University. For directive in Turkish language:

<https://uskudar.edu.tr/assets/uploads/sayfa/18/file/uu-ozel-gereksinimli-ogrenciler-icin-egitim-ogretim-ve-sinav-uygulamalari-yonergesi.pdf?1>

Üsküdar University has established a **Disabled Student Unit** to assess and address the diverse needs of students with disabilities, including their academic, administrative, physical, psychological, social, and welfare requirements. The unit's primary objective is to identify these needs and implement appropriate measures to ensure they are met. To facilitate this, two committees have been formed: the **Disabled Student Unit Commission** and the **Academic Commission Representatives**. The Disabled Student Unit Commission is primarily responsible for overseeing the management of the unit. The Academic Commission Representatives consist of a selected academic representative from each faculty. Given that students with



disabilities directly interact with academic staff throughout their educational and examination processes, the involvement of academic personnel is crucial in providing the necessary support services to these students.

For unit commission: <https://sks.uskudar.edu.tr/en/unit-commission>

For Academic Comission Representative: <https://sks.uskudar.edu.tr/birim-komisyonu>

A separate unit for Disabled Students has been established and is actively working. In line with the relevant unit and regulations, personal instructors can be allocated to disabled students during the exam processes.

Before exam periods, Disabled student unit contact with members of Academic Comission Representatives. For example;

Dear Faculty of .....

Our Disabled Student Representative

Dr. ....

For the 2023-2024 academic year, the list of students with disabilities affiliated to the Faculty of Communication is attached. In the final exams to be held between June 20 - July 03, 2024, taking into account the needs of our students according to their disability status, taking into account the needs of our students, meeting their requests for help, if any (large size exam paper, additional time, individual separate exam, reader and printer personnel requests, etc.).), adviser and related course instructors, we would like to offer your assistance in informing them.

Regards,

Disabled Student Unit.

This type of e-mail is sent all representatives. According to disabled student list, academicians and assistants assigned to exam procedures makes necessary arrangements to meet the needs of students with disabilities. As evident from the email example, during examination periods, a research assistant is assigned to each disabled student and provides assistance throughout the examination period.

In addition these services, disabled students who apply to the Psychological Counseling Unit can receive free individual counseling services in line with their needs and demands. Therapist who works in the psychological counseling unit Gökem ALTINTAŞ has a sign language certificate. She can serve also disabled clients when they need.

The scholarship/payment facility request petitions of our disabled students who apply to the Solution Center Unit are evaluated by our Board of Trustees and feedback is given to their petitions by the Scholarship Commission. In addition, within the scope of the Child and



Adolescent Development & Autism Center (ÇEGOMER) serving at Np Feneryolu Medical Center, rehabilitation programs that support daily life, academic and social skills for children with neurodevelopmental disorders are created and their development is monitored and implemented.

**- Does your university as a body provide access schemes for people with disabilities?**

At Üsküdar University, providing accessible facilities for individuals with disabilities is an integral part of our institutional identity. We have implemented a range of accessibility measures across all our campuses to ensure inclusivity. These measures include the installation of tactile surfaces, elevators for individuals with disabilities, accessible restrooms, elevator buttons designed for ease of use, campus floor plans, and the conversion of restroom signage into Braille. These accessibility features are available across all our campuses, including our recently inaugurated campus. Additionally, we have updated the restroom signage to include Braille and installed emergency panic buttons in the restrooms. Furthermore, to support students with hearing impairments, our Social Services and Audiology departments offer sign language courses. With the concept of an accessible library, we have an accessible kiosk, 88 books written in Braille alphabet and 325 audio books in the Üsküdar University library.

<https://kutuphane.uskudar.edu.tr/tr/sayfa/110/engelsiz-kataloglar>

In addition to all these, we strive to ensure that individuals with disabilities have equal opportunities in both social and academic life, as we act with the corporate slogan of "barrier-free university". For this purpose, Uskudar university, founded within ENMER (accessible research and Application Center for life support).

<https://uskudar.edu.tr/enmer/en/boards>

The purpose of ENMER; To ensure participation of all disabled people that continue their education in Üsküdar University as well as all disabled people in Turkey that equitably participate in education, teaching, social life and cultural fields and develop planning and strategy in the related subject. This center aims to improve at the level of all stakeholders through the assessment of physical, mental and social considerations of the needy, correct orientation and the necessary therapy and training activities after the application, before the application of the prosthesis, orthosis, auxiliary devices and tools are used.

**FIELDS OF ACTIVITY:**

The Center operates in the following areas to achieve the objectives set out in Article 5 of this Regulation:

a) To carry out researches on the regulations, equipment, auxiliary prosthesis and orthosis applications required for barrier-free life,



- b) To apply prosthetics and orthodontics to prostate and occupational undergraduate students at the Prosthetic Orthosis Workshop which will be located in the center and to make the maintenance and repair of the prosthesis, orthosis and auxiliary devices of the physically-challenged in the vicinity through expert technicians and therapists to be assigned at the Prosthetic Orthosis atelier and provide necessary training to learn how to use the equipment,
- c) To conduct research covering the screening of physically-challenged and the identification of their needs,
- d) To conduct research in cooperation with other research centers and laboratories,
- e) To prepare scientific research projects at national and international levels and form working groups to carry out these projects,
- f) To support domestic and international scientific studies and projects in line with the aim of the center, organize national and international congresses, conferences, symposiums, seminars, panels, courses and similar scientific events.

For disabled student, there is also Disability Student Unit within the structure of Üsküdar University Health Culture and Sports Directorate. The disability student unit is tasked with conducting studies to ensure that students who are studying in our university and have special needs due to any disability can reach all the facilities in the university as comfortably as other students.

In order to take the necessary measures and make arrangements in order to facilitate the education lives of disabled students studying at Uskudar University, the Disabled Student Unit Directive was created to establish a Disabled Student Unit within the Uskudar University Health Culture and Sports Directorate and to regulate its working principles.

<https://uskudar.edu.tr/assets/uploads/sayfa/18/file/uu-engelli-ogrenciler-birimi-yapilanmasi-ve-calisma-esaslari-yonergesi.pdf?1>

<https://sks.uskudar.edu.tr/engelli-ogrenci-birimi>

By Disabled Unit;

All of our 6 ring services (shuttle) are suitable for the use of disabled students.

The exam schedule of our disabled students is closely monitored, the responsible faculty members are informed, and the supervisors consist of faculty members.

Meetings regarding the online education system are held and studies are carried out according to students' feedback.

Disabled students can use our gym free of charge.

Student lockers on our campuses are provided free of charge to our disabled students.





A common WhatsApp group has been established to ensure easier communication with our disabled students.

Disabled students who apply to the Psychological Counseling Unit can receive free individual counseling services in line with their needs and demands.

The Institute/Faculty and Vocational School of Health Services Directorate decided to hold the exams of our hearing, visually and physically disabled students as requested (additional time in exams, special exam paper, use of special materials in exams, etc.) and the relevant instructors were informed about these students.

Disabled Student Unit Academic Commission Representatives have been determined in each Institute/Faculty and SHMYO Directorate:

The Psychological Counseling Unit helps our disabled students with their individual, social and academic development, facilitates their adaptation to university and dormitory life, and provides them with the necessary skills to cope with problems that may arise.

The scholarship/payment facility request petitions of our disabled students who apply to the Solution Center Unit are evaluated by our Board of Trustees and feedback is given to their petitions by the Scholarship Commission.

Disabled student unit works in a coordinated way with academic staff. Especially in exam periods, disabled student unit contact with academic representatives and inform them about disabled student and their needs. Thus, needs of disabled student asked for such as interpreter, larger print exam paper, attendant etc. met by university.

<https://uskudar.edu.tr/enmer/en>

<https://sks.uskudar.edu.tr/en/about-us>

In addition, special importance is given to sign language at our university. ADS211 Sign Language at Üsküdar University Vocational School of Health Services and ODY313 Turkish Sign Language at the Faculty of Health Sciences are offered in 5 departments in total.

Basic Sign Language training program is organized at the continuing education center. For more detail information: <https://usem.uskudar.edu.tr/egitim/temel-isaret-dili-egitim-programi-8grup-tamamlanmistir>

News content has been added regarding the importance of knowing sign language in mental health and psychological counseling services.

<https://uskudar.edu.tr/tr/icerik/42611/psk-berre-celebi-alanda-isaret-dili-ile-farkindalik-olusturmayi-hedefliyorum>



Üsküdar University adopts an approach that considers the needs of disabled students in the processes of organizing courses and examinations. As evidenced by the attached emails, in in-person examinations, exam papers are prepared in a larger format for students with visual impairments. Furthermore, recent periods have witnessed exceptional circumstances such as the pandemic or natural disasters, leading to the delivery of courses in an online format. These online platforms include various options such as Zoom, Microsoft Teams, and ALMS. Courses and examinations conducted on these platforms are structured in a manner that takes into account the requirements of disabled students. Additional time is allocated to these students during the exam preparation phase. Additionally, as discerned from the appended emails, university research assistants provide individualized assistance to each disabled student.

Our disabled students are encouraged to participate in extramural activities. You can find a news example in the link below.

<https://uskudar.edu.tr/en/icerik/12659/full-support-to-accessibility-event-for-disabled-talents-and-employment>

Our university website publishes news that raises public awareness about the problems experienced by disabled individuals.

Here is an example: <https://uskudar.edu.tr/en/icerik/57185/individuals-with-disabilities-do-not-have-a-healthy-traffic-environment>

Our students carry out various awareness activities for the disabled through the clubs they have established at the university.

<https://uskudar.edu.tr/sbf/tr/etkinlik/1683/beyaz-baston-haftasi-gorme-engelli-sporcular-soylesisi>

**- Does your university as a body have reasonable accommodation policy/strategy implemented, including adequately funded mechanism for persons with disability?**

Üsküdar University has established comprehensive regulations and accommodations for students with disabilities. The "Üsküdar University Disabled Students Unit Structure and Working Principles Directive" outlines the university's policy for providing reasonable accommodations. The unit operates under the guidance of a Vice Rector, with overall management overseen by the Rector of the university. The unit's responsibilities include identifying the specific academic, administrative, physical, psychological, and social needs of students with disabilities, as well as planning, implementing, and continuously developing the necessary support services. To evaluate the effectiveness of these services, the university has created a dedicated unit for students with disabilities. The Department of Health, Culture, and Sports is responsible for coordinating all activities and initiatives related to the Disabled Students Unit.



<http://www.uskudar.edu.tr/assets/uploads/sayfa/18/file/19.pdf>

In accordance with this directive, the Disabled Students Unit provides a range of services to students with disabilities. Established within the Health, Culture, and Sports Directorate at Üsküdar University, the unit is tasked with implementing the necessary measures and arrangements to support the academic and personal development of students with disabilities. The management of the Disabled Students Unit, under the authority of the Rector and the oversight of a Vice Rector, is responsible for identifying the specific needs of disabled students across academic, administrative, physical, psychological, and social domains. The unit develops plans, implements strategies, and carries out the necessary actions to address these needs. Additionally, it evaluates the outcomes of its efforts. All activities of the Disabled Students Unit are conducted in close coordination with the Department of Health, Culture, and Sports..

You can access the disabled student unit website here:

<https://sks.uskudar.edu.tr/en/disabled-student-unit>

The other policy text is "Üsküdar University Education For Students With Special Needs – Education And Exam Practices Directive". The purpose of this Directive; To eliminate the problems faced by students with special needs in associate, undergraduate, graduate or doctoral programs at Üsküdar University due to their special needs, and to contribute positively to their success. It can be reached the relevant directive following link:

<https://uskudar.edu.tr/assets/uploads/sayfa/18/file/uu-ozel-gereksinimli-ogrenciler-icin-egitim-ogretim-ve-sinav-uygulamalari-yonergesi.pdf?1>

Our libraries are always striving to become Accessible Libraries so that every student has equal access to educational opportunities. With the concept of an accessible library, we have an accessible kiosk, 88 books written in Braille alphabet and 325 audio books in the Üsküdar University library.

Every academic year, the SKS Department is contacted to obtain information about our visually impaired students. Through student interviews, information is provided regarding the use of library resources and "Accessible Library Indexes." On our library website, these indexes and institutions are also shared: <https://kutuphane.uskudar.edu.tr/tr/sayfa/110/engelsiz-kataloglar>

The Central Campus's İbrahim Tarhan Library has a barrier-free kiosk. To minimize physical inequalities, the YORDAM firm designed this kiosk with the OBSTACLE-FREE feature, which enables students to complete loan-return-scan procedures by modifying the screen size and height with audio/silent assistance.



## EXAM APPLICATION EXAMPLES FOR DISABLED STUDENTS

At the beginning of each semester, the disabled student list is forwarded to the faculty members by the Disabled Student Unit and the necessary measures are taken in line with the needs of the students. A separate plan has been made for the student's exams in order to reduce the difficulties that our physically disabled student will experience in transportation to university.

Scholarships to be given to disabled students are also regulated within the Üsküdar University scholarship directive. According to this; According to the report rate from disabled students enrolled in Üsküdar University's programs; Disability: 40%: 25% discount, Disability: 50%: 30% discount, Disability: 60%: 35% discount, Disability: 70%: 40% discount, Disability: 80%: 45% discount, Disability: 90% and Above: 50% discount is given.

You can access the scholarship direction following link:

<https://uskudar.edu.tr/assets/uploads/sayfa/18/file/uskudar-universitesi-burs-yonergesi-28-08-2023.pdf>

Furthermore, Üsküdar University Language and Speech Therapy Research and Application Center (ÜSESKOM) was established to provide the necessary academic support for the implementation of the practice courses in associate, aims to provide social benefit with the activities it organizes.

In addition to all these, disabled students can receive service from the psychological counseling unit at our university if they need it. Therapist who works in the psychological counseling unit Görkem ALTINTAŞ has a sign language certificate. She can serve also disabled clients when they need.

As Üsküdar university, we have special emphasize about young people both disadvantageous and not disadvantageous. There is a research and application center named "Globalization and Youth Problems Application and Research Center." "Directing the energy of youth in the right way and directing the future of our society should be the most important duty of all organs working with young people. Globalization and Youth Problems Application and Research Center, founded on this awareness, aims to combine the youth energy with the guidance of experience and wisdom; In this way, it tries to ensure that this national treasure is properly utilized by developing solutions for the problems that young people encounter and by carrying out studies that will enable their potentials to come to life. "

You can access webpage of this research center via following link:  
<https://uskudar.edu.tr/kugemer/en>