



SDG10 - REDUCED INEQUALITY

In the THE Impact Rankings, the 10th indicator is “Reduced Inequalities.” This indicator examines how universities address economic, health-related, and international inequalities, with a particular focus on disadvantaged groups. The emphasis of this category is placed on anti-discrimination measures, policies, and practices that aim to eliminate inequalities. Within this framework, there are various question areas that seek information on the steps taken by our university to support disadvantaged groups and to address their specific needs and demands.

Üsküdar University carries out a range of initiatives aimed at minimizing existing inequalities and ensuring the effective implementation of the principle of equal opportunity in benefiting from all opportunities offered by the university, particularly in the field of education. Within this framework, three main disadvantaged groups stand out at our university: individuals with disabilities (students and staff), international students and foreign national personnel, and women. The university possesses a strong institutional structure and significant experience in both policy development and practical implementation for these groups. Policy regulations designed to reduce the inequalities faced by disadvantaged groups are formally secured through directives, regulations, and similar policy documents, while the establishment of dedicated units and commissions ensures the institutionalization of these policies and the sustainability of related practices. In this way, Üsküdar University contributes to the globally recognized challenge of inequality not only at a theoretical level, but also actively in practice through its institutional structures and operational activities.

10.2. First-generation students

<i>10.2.3. Number of students</i>	15958
<i>10.2.1. Number of students starting a degree</i>	4242
<i>10.2.2 Number of first-generation students starting a degree</i>	2118

10.3. International students from developing countries

<i>10.3.1. Number of students</i>	15958
<i>10.3.2. Number of international students from developing countries</i>	1.852

10.4. Proportion of students with disabilities

<i>10.4.1. Number of students</i>	15958
<i>10.4.2 - Number of students with disability</i>	661



10.5. Proportion of employees with disabilities

10.5.1 - Number of employees	1286
10.5.2 - Number of employees with disability	11

10.6. Measures against discrimination

10.6.1- 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?

Üsküdar University offers a variety of scholarship opportunities under different categories in line with its approach to promoting equality and preventing discrimination in university admission processes. Through options such as special deprivation scholarships, need-based scholarships, international student scholarships, scholarships for students with disabilities, sports scholarships, and ÖSYM achievement scholarships for undergraduate admissions, the university aims to enhance the participation of underrepresented groups in higher education. Detailed information regarding the scope and application criteria of these scholarships is provided in the attached Scholarship Directive, which is also publicly available as an official policy document and is updated periodically.

In addition, within the framework of legal regulations set by the Council of Higher Education (YÖK), the university considers formerly convicted individuals as part of socially disadvantaged groups and admits them as students accordingly.

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

Policy created (yyyy): 2013

The university's Scholarship Directive, originally established in 2013, provides the institutional framework for ensuring equal access to educational opportunities through various scholarship programs.

Policy reviewed (yyyy): 2024

The Üsküdar University Scholarship Directive was revised and reissued on July 18, 2023. The university ensures that up-to-date general information about available scholarships is published annually on its official website.

10.6.2- 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?

At Üsküdar University, three disadvantaged student groups—women, students with disabilities, and international students—are systematically monitored and supported. The Center for Women’s Issues Application and Research focuses specifically on addressing the unique needs and challenges faced by female students. The monitoring activities conducted by the Center can be accessed at: <https://uskudar.edu.tr/uscozum/womens-access-to-education>

Information regarding the Center’s tracking of women students’ access to education is available at: <https://uskudar.edu.tr/uscozum/egitime-erisim> As demonstrated in the news coverage linked below, measurement and monitoring studies conducted at Üsküdar University indicate that the rate of women’s representation has increased steadily each year. [Üsküdar Üniversitesinde kadın temsil oranı artıyor!](#) Women’s Representation Is Increasing at Üsküdar University! Additionally, further news reports show that the proportion of female academic staff at Üsküdar University is above both national and global averages.

The document titled “Üsküdar University Social Responsibility Projects for Women, Awards, and Scientific Publications in the Field of Women’s Studies (2023–2024)” can be accessed via the following link: <https://uskudar.edu.tr/assets/uploads/uam/19/content/files/2023-2024-tr-mentoring-other-provisions-women-revised-11th-october.pdf>

Within Üsküdar University, monitoring studies conducted by ARGEYEP (Directorate of R&D and Innovation Policies) regularly track the employment rates of women involved in research and project activities. Data on gender ratios are used to determine targets for subsequent years and to inform improvement actions aimed at increasing women’s employment. In this context, the “Üsküdar University Women’s Employment Output Report in Research and Development Activities” is available at: <https://uskudar.edu.tr/assets/uploads/uam/19/content/files/2023-2024-tr-argeyep-women-project-tracking-report-2024-verileri.pdf>

Dr. Aylin Yalçın Sarıbey, who has been a faculty member in the Department of Forensic Sciences at Üsküdar University for six years, is Turkey’s first Forensic Ballistics Specialist. Prior to joining the university, she served for 20 years as a forensic science and ballistics specialist in the Criminal Laboratories of the Gendarmerie General Command. In this context, Üsküdar University contributes to the education and training of a significant number of female students in the fields of Forensic Ballistics, Firearms, and Toolmarks Examination.

The Üsküdar University Disability Student Unit, operating in accordance with the Directive on the Structuring and Working Principles of the Disability Student Unit, provides individual



support services, accessibility arrangements, and various resources to ensure the equal and effective participation of students with disabilities in university life. The Unit continues its activities throughout students' educational processes with the aim of meeting their academic and social needs. Detailed information regarding the Unit's activities is available at the following link: <https://sks.uskudar.edu.tr/en/disabled-student-unit>

The International Student Relations Office carries out activities to identify the needs of international students and to develop solutions accordingly. As a significant proportion of international students come from developing countries, this group is considered among the underrepresented groups within the university. The Üsküdar University International Student Office operates to support international students enrolled at the university and to ensure that the challenges they face are resolved quickly and effectively. The Office provides guidance on academic, administrative, and social matters, including equivalency procedures, course registration, summer school, preparatory education, examination processes, and the STIX-OBS-LMS systems, and serves as a bridge in facilitating students' adaptation to university life. Detailed information about the International Student Office can be accessed via the following link: <https://sks.uskudar.edu.tr/en/international-student-relations-office>

In addition, the "Target Friendship Project" has been implemented to ensure that the admission and post-admission processes of international students are carried out more effectively. This peer-mentoring-based project aims to reduce the disadvantages experienced by international students and to strengthen their social and academic integration into university life. Further information about the project is available at the following link: <https://uskudar.edu.tr/en/icerik/44695/the-second-term-of-target-friendship-project-trainings-has-been-completed>

Furthermore, Üsküdar University has an institutional policy document on equality, diversity, and inclusion. The relevant policy document can be accessed via the following link: [esitlik-cesitlilik-ve-kapsayicilik-politikasi-251009024959.pdf](https://sks.uskudar.edu.tr/en/icerik/44695/esitlik-cesitlilik-ve-kapsayicilik-politikasi-251009024959.pdf)

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

Üsküdar University implements strategic initiatives aimed at increasing the employment of women, foreign nationals, and persons with disabilities, who are considered among underrepresented groups. The University places particular emphasis on gender equality and actively supports the employment of women academics, administrative staff, employees with disabilities, and international personnel. These efforts are carried out within the framework of a sustainable mission to enhance the visibility, inclusion, and representation of underrepresented groups within the university community.



One of the core values of the Department of Human Resources at Üsküdar University is sensitivity to cultural diversity. With the support of the Foreign Languages Coordination Office, the University maintains a relatively high level of employment among foreign national students, academics, and administrative staff. In this context, detailed employment-related data and supporting evidence are provided in the relevant documentation.

-Women

Üsküdar University demonstrates a strong commitment to supporting women's participation in professional and academic life, positioning itself as a women-friendly institution. Of the University's total 627 academic staff members, 336 are women, reflecting a significant level of female representation. The University regards women's participation in the workforce and academia as a strategic priority and is recognized among institutions that actively promote gender equality.

According to data from the Council of Higher Education (YÖK), the proportion of female academics in Turkish universities is 46.4%, while this rate is approximately 43% across European and OECD countries. Üsküdar University exceeds both the national and international averages with a female academic representation rate of 53.6%. The presence of 336 women among 627 academic staff members clearly demonstrates the University's institutional commitment to gender equality through measurable outcomes.

Within the University, the Solution-Oriented Women's Issues Application and Research Center conducts activities aimed at promoting gender equality and eliminating discrimination and inequalities faced by women. In this context, the 2022–2026 Gender Equality Action Plan was developed based on Article 10 of the Turkish Constitution, Law No. 6284, and relevant university regulations. Detailed information on the Action Plan can be accessed via the following links:<https://uskudar.edu.tr/uscozum/uugeap>

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

The Action Plan covers students, academic staff, and administrative personnel, and includes awareness-raising activities, training programs, safe campus practices, and monitoring and evaluation processes related to gender equality. The implementation and monitoring of the Plan are formally committed by the University Senate, and the Plan is subject to regular review and updates based on evaluation outcomes.

-International Students and Staff

Üsküdar University's policies regarding international students and academic staff are directly aligned with the goals of reducing inequalities, increasing diversity, and strengthening an inclusive academic environment. The University considers ensuring equal access to education



and employment opportunities for individuals from different cultural backgrounds, promoting internationalization, and encouraging student and staff mobility among its core areas of action. In this regard, creating a multicultural campus environment that is sensitive to discrimination is identified as a priority objective.

The Target Friendship Project and counseling services implemented to support the academic and social integration of international students enhance their equal participation in university life and contribute to the principle of equal opportunity. The University administration also defines international students as “cultural ambassadors,” emphasizing the importance of universal values and a non-discriminatory approach in higher education. <https://uskudar.edu.tr/haber/ikinci-donem-hedef-arkadaslik-proje-egitimleri-tamamlandi/44684>

With the support of the Foreign Languages Coordination Office, the employment rate of foreign national students, academic staff, and administrative personnel at the University is relatively high. Human Resources policies are implemented through transparent and equality-based appointment processes in accordance with the Higher Education Law No. 2547 and relevant legislation. The University adopts a clear stance against discrimination and is committed to respect for different cultures, beliefs, and lifestyles in both working and social environments.

<https://uskudar.edu.tr/tr/personel-daire-baskanligi>

In accordance with Article 4.2.1.5 of the Academic and Administrative Staff Appointment and Operational Procedures of the Directorate of Human Resources, the appointment of foreign national contracted academic staff is carried out pursuant to Article 34 of the Higher Education Law No. 2547 and Article 16 of Law No. 2914, following the completion of required documentation and in line with the Foreign National Academic Staff Appointment Workflow Scheme: <https://uskudar.edu.tr/assets/uploads/sayfa/527/file/uu-yabanci-uyruklu-ogretim-eleman-atama-is-akis-semasi.pdf>

Commenting on international student mobility and education tourism, Üsküdar University Rector Prof. Dr. Nazife Güngör emphasized that universities, by their very mission, are institutions that operate based on universal values and criteria without discrimination. Highlighting that diversity, pluralism, and mutual recognition of differences on university campuses have positive global impacts, Prof. Dr. Güngör stated: “They are our guests. When they complete their education and return to their home countries, each of them continues to contribute to our country as a cultural ambassador.”

Details of the related news can be accessed via the following link:

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



-Persons with Disabilities

Üsküdar University employs persons with disabilities within its administrative staff and has established a dedicated unit specifically designed to address the needs and demands of students with disabilities. Through this unit, the academic and social needs of students with disabilities are actively met. In addition, the Barrier-Free Life Support Application and Research Center (ENMER) operates within the University to promote equal opportunities for persons with disabilities in both academic and social life.

Further information about ENMER is available at:

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

Strategic Commitment

In its 2024–2028 Strategic Plan, Üsküdar University aims to strengthen social responsibility and contribution in line with the 12th Development Plan of the Republic of Türkiye (2024–2028) by advancing social responsibility initiatives under the framework of the fourth-generation university model. Various activities are organized at the University to increase social awareness, and targeted support is provided to disadvantaged groups, including the employment of persons with disabilities.

Developing occupational safety and working policies for disadvantaged groups and increasing the employment rate of staff with disabilities have been identified as key needs and are explicitly addressed in the Strategic Plan.

<https://uskudar.edu.tr/stratejik-plan-2024-2028>

Findings related to persons with disabilities, which are also addressed within the scope of the Legislative Analysis, are publicly accessible in the Üsküdar University 2024–2028 Strategic Plan.

10.6.4. Does your university as a body have anti-discrimination policy?

Üsküdar University has implemented a comprehensive policy framework titled the Directive for Preventing Harassment and Discrimination. This directive aims to raise awareness and promote preventive measures regarding sexual harassment, mobbing, and all forms of discrimination among academic and administrative staff, as well as students.

<https://uskudar.edu.tr/assets/uploads/sayfa/18/file/taciz-yonerge-revize-son-senato-23-01-2020-003.pdf>



Policy created (yyyy): 2017

Policy reviewed (yyyy): 2020

10.6.5. 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?

Üsküdar University carries out its policy development and implementation processes in the fields of diversity, equity, inclusion, and human rights through institutional structures and sustainable programs. In line with the Twelfth Development Plan (2024–2028) and within the framework of the University’s fourth-generation university vision, increasing social awareness and strengthening the participation of disadvantaged groups in higher education and social life are among the University’s primary objectives.

Within this scope, the Solution-Oriented Women’s Issues Application and Research Center (ÜSÇÖZÜM) operates in accordance with the Gender Equality Action Plan (2022–2026), conducting research, training, and practical activities in the areas of women’s rights, gender equality, and combating discrimination. Through award ceremonies, symposiums, workshops, and awareness-raising events organized for women, an egalitarian approach is promoted both within the University and across society.

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

To ensure the full participation of persons with disabilities in education and social life, Üsküdar University implements inclusive policies through the Barrier-Free Life Support Application and Research Center (ENMER), the Disabled Student Unit, and related academic and administrative structures. Training programs, conferences, and stakeholder collaborations focusing on disability, autism awareness, and accessibility serve as concrete examples of this inclusive approach. <https://uskudar.edu.tr/enmer/hakkinda>

In the field of human rights, collaborations are developed through the Human Rights Studies Application and Research Center (İHAMER) in partnership with civil society organizations and public institutions. Themes such as combating discrimination, equality, and equal opportunity are supported through academic events and curriculum content. The Human Rights and Equality course included in the University curriculum contributes to students’ ability to relate these values to everyday life practices.

<https://uskudar.edu.tr/ihamer>



All of these activities demonstrate that Üsküdar University adopts an inclusive, human rights–based, and multi-stakeholder institutional approach in alignment with SDG 10 – Reduced Inequalities.

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

Üsküdar University implements multidimensional policies and practices aimed at strengthening the social, academic, and cultural integration of international students, with a strong focus on diversity, equity, inclusion, and human rights. One of the prominent initiatives within this framework is the Target Friendship Project.

The Target Friendship Project is a peer mentoring and social support program designed to reduce loneliness, adjustment difficulties, and risks of social exclusion by establishing mentor–mentee / friendship-based relationships between international and local students. The project is supported through mentoring trainings, creative drama, positive psychology, values education, and ethics- and communication-oriented content. It is grounded in the philosophy of “walking together,” “building support systems through friendship,” and “creating a safe and inclusive university environment.” The program is conducted within the scope of Scientific Research Projects (BAP) and is actively implemented by international student support teams, mentors, and student leaders.

<https://uskudar.edu.tr/haber/ikinci-donem-hedef-arkadaslik-proje-egitimleri-tamamlandi/44684>

In line with its goals of internationalization and intercultural interaction, Üsküdar University carries out Erasmus+ activities, international student days, orientation programs (UNI101), cultural promotion events, and cooperation protocols with institutions from different countries.

<https://uskudar.edu.tr/haber/uluslararasi-ogrenciler-uni101-egitiminde-bulustu/57231>

These initiatives support the perception of university campuses as multicultural living spaces and encourage students to assume the role of “cultural ambassadors.”

In addition, Üsküdar University:

-Provides free mental health services to all students through the Psychological Counseling Unit (PCU). PCU web page:

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

PCU Directive:

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



-Offers peer mentoring and guidance services through the International Student Office and the International Student Support (ISS) Team.

-Implements regulations covering academic and examination accommodations for students with special needs.

Provides access to the International Student Office:

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

Engages students through the ISS Team's social media platform:

https://www.instagram.com/uskudar_issteam/

Furthermore, on 30 October 2023, the Department of Nursing at Üsküdar University launched a peer mentoring program for the second time, pairing first-year and fourth-year students. The program aims to enable senior students to share their knowledge and experience with first-year students and provide academic support. The initiative received strong interest from students.

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

10.6.7. Does your university as a body provide accessible facilities for people with disabilities?'

All buildings within the university campus are equipped with accessibility features designed to facilitate access for individuals with disabilities. These include accessible ramps leading to building entrances, specially designed turnstiles at entry and exit points to ensure ease of use, elevators compliant with accessibility standards within buildings, and standard accessible restrooms on every floor.

In addition, dedicated study areas and ergonomically designed computer workstations have been established to accommodate the diverse needs of students with special requirements. To support the safe and independent mobility of visually impaired individuals across the campus, tactile guiding and warning surfaces have been strategically installed at key locations throughout the university.

Furthermore, the content has been visually enriched by the inclusion of photographic documentation of tactile surfaces and elevators.



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

Üsküdar University has an official policy document entitled “Üsküdar University Directive on Education–Teaching and Examination Practices for Students with Special Needs.” <https://uskudar.edu.tr/assets/uploads/sayfa/18/file/uu-ozel-gereksinimli-ogrenciler-icin-egitim-ogretim-ve-sinav-uygulamalari-yonergesi.pdf?1> This directive defines the rights, accommodations, and support mechanisms provided to students with disabilities throughout their education and examination processes. In order to ensure the effective implementation of this directive, Üsküdar University has established a dedicated unit known as the Disability Student Unit.

The Disability Student Unit is responsible for conducting comprehensive assessments of the multidimensional needs of students with disabilities, encompassing academic, administrative, physical, psychological, social, and well-being aspects. Two key bodies operate in close coordination to ensure the holistic well-being of students with disabilities and to promote an equitable educational experience: the Disability Student Unit Commission, which oversees the management of the unit, and the Academic Commission Representatives, composed of faculty members from different academic departments.

Information regarding the Disability Student Unit Commission can be accessed via the following link:

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

Details on the Academic Commission Representatives are available at:

<https://sks.uskudar.edu.tr/birim-komisyonu>

Prior to examination periods, the Disability Student Unit communicates with the Academic Commission Representatives to ensure that the necessary accommodations for students with



disabilities are arranged in advance. Based on the list of students with disabilities, the academics and assistants assigned to examination procedures make the required adjustments to meet students' individual needs. During examination periods, each student with a disability is assigned a research assistant, who provides support throughout the entire examination process.

In addition to these services, students with disabilities who apply to the Psychological Counseling Unit may receive free individual counseling services in line with their needs and requests. One of the therapists working at the Psychological Counseling Unit, Görkem Altıntaş, holds a sign language certificate and is able to provide counseling services to students with disabilities when needed.

Furthermore, scholarship and financial support requests submitted by students with disabilities to the Solution Center Unit are evaluated by the Board of Trustees, and applicants receive feedback through the Scholarship Commission.

In addition, within the scope of the Child and Adolescent Development & Autism Center (ÇEGOMER) operating at NP Feneryolu Medical Center, rehabilitation programs are designed and implemented for children with neurodevelopmental disorders. These programs aim to support daily living skills as well as academic and social competencies, while systematically monitoring and promoting developmental progress.

10.6.9. Does your university as a body provide access schemes for people with disabilities?

Üsküdar University demonstrates a strong institutional commitment to providing comprehensive accessibility services for individuals with disabilities across all its campuses. According to the supporting documentation provided, these services include tactile guiding surfaces, specially adapted elevators, accessible restrooms, Braille signage, and emergency panic buttons strategically placed throughout campus facilities. In addition, the university offers sign language training and, through the Disability Student Unit operating under the Directorate of Health, Culture, and Sports, works in close collaboration with academic staff—particularly during examination periods—to address the specific needs of students with disabilities. Collectively, these practices reflect the university's sustainable commitment to the principle of a "barrier-free university."

Across all campuses, a set of core accessibility provisions for individuals with disabilities is systematically ensured. These include tactile paving, accessible elevators, accessible restrooms, Braille-converted elevator buttons, campus floor plans, and restroom signage. Furthermore, sign language courses are offered within the Social Services and Audiology departments to support individuals with hearing impairments. Guided by the institutional motto



of “Barrier-Free University,” Üsküdar University strives to ensure that individuals with disabilities have equal opportunities in both social and academic life.

To this end, the Accessible Life Support Research and Application Center (ENMER) has been established within Üsküdar University. In addition, the Disability Student Unit, operating under the Directorate of Health, Culture, and Sports, is responsible for supporting students with disabilities enrolled at the university. The unit works to ensure that students with special needs arising from any form of disability can access all university facilities and services with the same ease as their peers.

Through the Disability Student Unit, a wide range of support services is provided. All six campus shuttle buses are fully accessible for students with disabilities. Examination schedules of students with disabilities are closely monitored, relevant faculty members are informed in advance, and examination invigilators are assigned from among academic staff. Meetings related to the online education system are held, and improvements are implemented in line with student feedback. Students with disabilities are granted free access to sports facilities, and student lockers are provided free of charge across campuses.

Students with disabilities who apply to the Psychological Counseling Unit are eligible to receive free individual counseling services in accordance with their needs and requests. Additionally, the Institutes, Faculties, and the Vocational School of Health Services have resolved—upon request—to implement examination accommodations for students with hearing, visual, and physical disabilities, such as extended examination time, alternative examination papers, and the use of assistive materials. Relevant faculty members are duly informed regarding these students and the required arrangements.

Financial support requests, including scholarship and tuition payment assistance, submitted by students with disabilities to the Solution Center Unit are evaluated by the Board of Trustees, and applicants receive formal feedback through the Scholarship Commission.

Further information on ENMER and the Disability Student Unit can be accessed via the following links:

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

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

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



In addition, Üsküdar University places particular emphasis on sign language education. Courses titled Sign Language I (ADS211) at the Vocational School of Health Services and Turkish Sign Language I (ODY313) at the Faculty of Health Sciences are offered across a total of five academic programs. The Sign Language I course at the Vocational School of Health Services is also delivered via distance education and is publicly available on YouTube. Detailed information is available at:

<https://www.youtube.com/watch?v=cWeKhniMlgM>

Moreover, the Continuous Education Center (USEM) regularly organizes Basic Sign Language Training Programs, further reinforcing the university's inclusive and accessibility-oriented approach:

<https://usem.uskudar.edu.tr/egitim/temel-isaret-dili-egitim-programi-8grup-tamamlanmistir>

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

As an institution, Üsküdar University adopts reasonable accommodation policies and practices aimed at preventing discrimination against individuals with disabilities and promoting equality. These measures are systematically implemented to ensure equal access to education, resources, and opportunities, while also providing the necessary support throughout the educational process.

The “Directive on the Structure and Operating Principles of the Disability Student Unit at Üsküdar University” outlines the university's policy framework for providing reasonable accommodations. The unit operates under the guidance of a Vice Rector, whose overall supervision is carried out 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 improving the necessary support services. To ensure the effectiveness of these services, the university has established a dedicated unit for students with disabilities. The Directorate of Health, Culture, and Sports is responsible for coordinating all activities and initiatives related to the Disability Student Unit.

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

In accordance with this directive, the Disability Student Unit provides services to students with disabilities enrolled at Üsküdar University. The unit was established under the Directorate of Health, Culture, and Sports to take the necessary measures and implement arrangements that facilitate the educational experiences of students with disabilities. Detailed information about the unit can be accessed at:



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

Another relevant policy document is the “Directive on Educational and Examination Practices for Students with Special Needs at Üsküdar University.” The purpose of this directive is to eliminate challenges faced by students with special needs enrolled in associate, undergraduate, graduate, or doctoral programs due to their specific requirements, and to contribute positively to their academic success. The directive is available at:

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

Üsküdar University libraries strive continuously to function as Accessible Libraries, ensuring equal access to educational opportunities for all students. The university library includes one accessible self-service kiosk, 88 Braille books, and 325 audiobooks. At the beginning of each academic year, information regarding students with visual impairments is obtained through coordination with the Directorate of Health, Culture, and Sports via the Electronic Document Management System (EBYS). Through individual student consultations, guidance is provided on the use of library resources and Accessible Library Indexes, which are also shared on the library’s website:

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

An accessible kiosk is available at the İbrahim Tarhan Library on the Main Campus. Designed by the YORDAM company, this kiosk minimizes physical barriers through its “Accessible Mode,” allowing students to complete borrowing, returning, and scanning transactions by adjusting screen size and height and receiving audio or visual assistance. To reduce transportation-related challenges faced by students with physical disabilities, individualized examination arrangements have also been planned when necessary. Scholarships provided to students with disabilities are regulated under the Üsküdar University Scholarship Directive.

In addition, the Üsküdar University Speech and Language Therapy Research and Application Center (ÜSESKOM) has been established to provide academic support for the joint delivery of applied courses and to generate social benefit through its activities. Moreover, students with disabilities may access services from the Psychological Counseling Unit when needed. One of the therapists at the unit, Görkem Altıntaş, holds a sign language certification and is able to provide counseling services to students with hearing impairments when required.

Üsküdar University places particular emphasis on both disadvantaged and non-disadvantaged youth. In this context, the Globalization and Youth Issues Research and Application Center has been established. The center is founded on the belief that “directing the energy of young people toward constructive purposes and shaping the future of society should be among the primary



responsibilities of all institutions working with youth.” Guided by experience and wisdom, the center aims to bring young people together, develop solutions to the challenges they face, and support the realization of their full potential by channeling this vital social resource in productive ways.

Further information about the center can be accessed at:

<https://uskudar.edu.tr/kugemer/hakkinda>

10.6.11. Does your university as a body have anti-harassment policy?

Üsküdar University has implemented a comprehensive policy framework titled the Directive for Preventing Harassment and Discrimination. This directive aims to raise awareness and promote preventive measures regarding sexual harassment, mobbing, and all forms of discrimination among academic and administrative staff, as well as students. The instructions can be accessed via the following link: <https://uskudar.edu.tr/assets/uploads/sayfa/18/file/taciz-yonerge-revize-son-senato-23-01-2020-003.pdf>