

SDG-10 Reduced Inequality

Faculty members actively working on the relevant SDG: Prof. Dr. İsmail BARIŞ, Dr. Nihan Kalkandelen Özdin, Dr. Öğr. Üyesi Selin Dingiloğlu, Öğr. Gör. Ezgi Tesir, Arş. Gör. Zindan Çakıcı, Arş. Gör. Gamze YALÇIN

Questions and Their Evidences

10.2. First-generation students

Number of students	17031
Number of students starting a degree	4226
Number of first-generation students starting a degree	1828

10.3. International Students from developing countries

Number of students	17031
Number of international students from developing countries:	2728

10.4. Proportion of student with disabilities

Number of students:	17031
Number of students with disability:	813

Proportion of employees with disabilities

Number of employees:	1136
Number of employees with disability:	11

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 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, institution 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. Although the scholarship and discount opportunities offered are available to everyone on our university's website, the scholarships in question are

collected in a file and presented as evidence. For more detail information you can visit our internet website:<https://uskudar.edu.tr/en/scholarships> In order to reduce inequality, our university also allows people who have been convicted of a crime to study. Convict students can also benefit from scholarships from our university at various rates such as 100%, 50% and 25%. In this context, we have a total of 11 convicted students.

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.

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?

Yes. Practices for Underrepresented Groups.

Women Üsküdar University aims to ensure that female students achieve university education and academic success in a comprehensive manner. In this field, it has a Solution-Oriented Women's Issues Application and Research Center, which has especially "Women's Access to Education" and "Gender Equality Action Plan" sections. Links for relevant center activities have been shared. <https://uskudar.edu.tr/uscozum/womens-access-to-education>

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/9002/according-to-famous-criminalist-prof-atasoy-womensinterest-increased-in-forensic-sciences>

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

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.

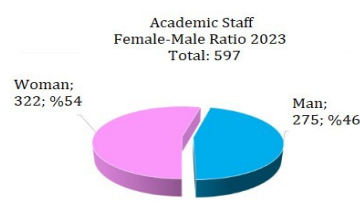
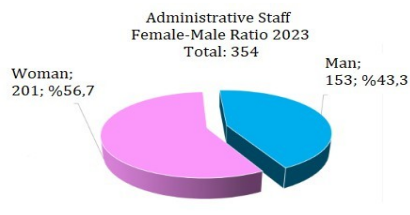
<https://www.uskudar.edu.tr/assets/uploads/sayfa/18/file/19.pdf> At the same time, the Disabled Student Unit, which operates within the Health, Culture and Sports Directorate of our University, is responsible for working to ensure that students who study at our university

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>

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

Üsküdar University attaches importance to the employment of women, and also carries out studies on the employment of foreign faculty and administrative personnel and the employment of disabled personnel and moves forward with a sustainable mission regarding the visibility of underrepresented groups. **Women** Üsküdar University aims to ensure equality in rights and opportunities between men and women and to combat discrimination with its Gender Equality Action Plan covering the years 2022-2026. In this context, it is based on informing the society as well as students, faculty members and all employees within the university. A link has been added for the details of the relevant action plan: <https://uskudar.edu.tr/uscozum/gender-equality-action-plan>



Foreign Academic Staff and Students

One of the values of our University Personnel Department is sensitivity to cultural diversity. With the presence of the Foreign Languages Coordinatorship at our university, we employ a lot of foreign students, faculty and administrative staff. In this context, we respect different cultures, beliefs and lifestyles within our institution, and we stand against discrimination in our working and social environment. The link has been shared for detailed information: <https://uskudar.edu.tr/tr/personel-daire-baskanligi> In accordance with Üsküdar University Academic and Administrative Personnel Appointment and Operation Procedures, Foreign Administrative Personnel are employed. At the same time, the appointment of foreign faculty members is made by taking into account the relevant Workflow Chart. Links to the operating procedures and flow chart are shared for detailed information.

<https://uskudar.edu.tr/assets/uploads/sayfa/527/file/akademik-ve-idari-personel-atama-ve-isleyis-prosedurleri-.pdf> <https://uskudar.edu.tr/assets/uploads/sayfa/527/file/uu-yabanci-uyruklu-ogretim-eleman-atama-is-akissemasi.pdf>

Disabled Individuals At Üsküdar University, disabled individuals are included in the administrative staff and student staff. There is a unit specially created for disabled students. The needs and demands of disabled students are met through this unit. In addition, the university and the Barrier-Free Life Support Application and Research Center (ENMER), established within Üsküdar University, work to create equal opportunities for more disabled people in both academic and social life. A link has been shared for detailed information about ENMER. <https://uskudar.edu.tr/enmer/hakkinda>

10.6.4. 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
2020.

Policy reviewed: 2018,

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?

Uskudar University has a Implementation and Research Center for Human Rights Studies (IHAMER) which aims to promote researches and activities regarding human rights in collaboration with NGOs, and to organize trainers training for the Human Rights and Equality course in the university's curriculum. You can find attached the statute of IHAMER.

<https://uskudar.edu.tr/ihamer/>Uskudar University both established the Implementation and Research Center for Women's Problems and issued a gender-equality action plan to be carried out and supervised by the Senate for the years 2022 to 2026. Both the Center and the action plan envisions the promotion of conferences, seminars, and similar activities to raise awareness about gender equality through the collaboration of Uskudar University's

faculties, research centers, NGOs and relevant government agencies.

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

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

Yes. International students are supported via mentoring programs offered by Üsküdar University. The International Students Office is running a project named Target Friendship. The goal of this project is to help overseas students adjust to life at university. Students receive intellectual and social help through this peer-mentoring activity.

<https://uskudar.edu.tr/tr/hedef-arkadasligi-lansmani>

<https://uskudar.edu.tr/tr/icerik/8615/iyi-ki-issteam-var> Furthermore, with **The International Student Support Team (ISSTeam)** is ready to support our registered international students and to solve their problems quickly and easily. There is a team called ISSTeam within the office who speak Turkish, English, and Arabic. It can guide students through all your academic, administrative, social issues. <https://sks.uskudar.edu.tr/en/international-student-relations-office>



Various social, cultural and educational support programs are organized for international students throughout the year. For instance, For our international Students who have the legal right to stay our country, Social Orientation Training programme is one of them. You can see application announcement from this link: <https://uskudar.edu.tr/tr/sosyal-uyum-egitimi>

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

Yes. The university is engaged in systematic endeavors to foster equity and inclusivity by facilitating equal access for disadvantaged and special-needs students across the realms of academic, physical infrastructure, and social resources. Across the entirety of Üsküdar University's diverse campuses, rigorous measures have been meticulously implemented to

facilitate the accommodation of individuals with disabilities. These measures encompass the presence of accessible ramps leading to university buildings, specifically designed turnstiles at entry and exit points for the ease of disabled individuals, disability-compliant elevators within building structures, as well as standardized accessible restrooms available on each floor. Additionally, specialized workstations and computer desks have been thoughtfully arranged to cater to the distinct needs of special-needs students. Furthermore, tactile surfaces, also referred to as detectable warning surfaces, are strategically embedded throughout the campus environment to provide sensory cues and directional guidance to visually impaired individuals. 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.

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

As a Üsküdar university, we have a policy text named “Üsküdar University Education and Exam Practices Directive For Students with Special Needs” created by university administration. According to this directive disabled students have some right about education and exam process. <https://uskudar.edu.tr/assets/uploads/sayfa/18/file/uu-ozel-gereksinimli-ogrenciler-icin-egitim-ogretim-ve-sinav-uygulamalari-yonergesi.pdf?1>

There is a disabled student unit in Üsküdar university. This unit was created to identify the needs of students with disabilities for academic, administrative, physical, psychological, social and welfare needs and determine what needs to be done to meet these needs. In order to achieve these goals, two groups, namely the disabled student unit commission and academic commission representatives, were formed. Disabled student unit commission generally provides the management of the unit. The other team was formed by selecting a

representative academician from each faculty. Since students with disabilities are in direct contact with academics during their education and examination processes, the support of academicians is received in the services offered to students with disabilities. Before exam periods, Disabled student unit contact with members of Academic Commission Representatives.

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

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

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

Yes. As a Üsküdar University, providing Access schemes for the disabled is part of our corporate identity. We provide some basic accessibility facilities for the disabled in each of our campuses. For example, services such as tactile surface, disabled elevator, disabled toilets, elevator buttons, campus floor plans, and toilet signage conversion into braille are provided to all our campuses, including our recently opened campus. In addition, sign language courses are given for the hearing impaired in the social services and audiology departments of our university. 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). 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. 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. 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.

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

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

Üsküdar university adopts an approach that considers the needs of disabled students in the processes of organizing courses and examinations. 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.

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

Yes. Regulations and accommodations for people with disabilities are in place at Üsküdar University. The "Üsküdar University Disabled Students Unit Structure and Working Principles Directive" provides a reasonable accommodation in the context of policy.

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

According to this directive, disabled student unit provides services to students with disabilities. Disabled Students Unit was established within the Üsküdar University Health, Culture and Sports Directorate in order to take the necessary measures and make arrangements in order to facilitate the education lives of disabled students studying at Üsküdar University. <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. Every academic year, the SKS Department is contacted via EBYS 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. In order 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. 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 universty. Scholarships to be given to disabled students are also regulated within the Üsküdar University scholarship directive.

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

Events On May 12, 2022, a seminar on communication with disabled individuals was given by Halis Kuralay, Istanbul Deputy Provincial Director of the Ministry of Family and Social Services. Information and experience were shared about the things to consider for effective communication with disabled individuals.



An event titled "1 Topic 1 Guest 48th Term OHS Training of Hearing-Impaired Employees" was organized by ÜSGÜMER (Occupational Safety, Occupational Health and Environmental Health Application and Research Center) on 19.04.2022.

Link: <https://uskudar.edu.tr/sbf/tr/etkinlik/908/1-konu-1-konuk-48-donem-isitme-engelli-calisanlarin-ig-egitimi-baslikli-19-04-2022-tarihinde-duzenlenecek-etkinligimize-davetlisiniz->

On the occasion of 3 December World Disability Day and 10 December World Human Rights Day, on 5 December 2022, Üsküdar University Human Rights Studies Application and Research Center and Turkish Human Rights and Equality Institution (TİHEK) organized a meeting titled "Strategies to Combat Discrimination Against Disabled People in the Context of Human Rights" via the online zoom platform. Link;

<https://uskudar.edu.tr/tr/icerik/8626/insan-haklari-baglaminda-engellilere-yonelik-ayrimcilikla-mucadele-stratejileri-konulu-bilgilendirme-konferansi-gerceklestirildi>

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>