



KEP

Collective Impact Programme Association

**Collective Impact Program Association Program**

**Women's Rights Policy Paper**

## **INTRODUCTION**

The principles, purposes, and fields of work of the Collective Impact Program Association and its objectives addressing the position of women in social, economic, social and cultural life at an egalitarian level give birth to the responsibility of all members and components of KEP for women's human rights issues and form the basis of the " Women's Rights Policy Document" study.

Centuries of developments in women's rights in the world and in our country have shown us that there is inequality between men and women within the social dynamics of each society. Although women's rights are tried to be protected by international agreements and laws, unfortunately, many problems experienced by women in their roles in social life, work and home life couldn't be completely prevented.

While women's rights have not yet been recognized in other countries, the role of women in social life has been enhanced by law with the republican revolution in Turkey. However, research shows that Turkey's point on women's rights has been getting worse in recent years. Each year more than 400 women in Turkey; are killed by their spouses, divorced spouses, lovers or relatives. Thousands of women are subjected to physical violence, psychological violence and insults within the family. Women are judged, harassed and raped in public because of the clothes they wear. Many fundamental rights include the right to live and freedom of women are restricted.

After the discussions on women's rights in the world over the concept of "Gender Inequality", it has been a very important milestone in terms of the scope of the "Istanbul Convention", in which Turkey contributes to the preparation process and is the first to sign it. The

Dumlupınar Mahallesi 109 sokak

no:12 Buca İzmir

[info@kepteam.org](mailto:info@kepteam.org)

+90 535 867 76 48



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protection and implementation of this agreement are one of KEP's core values.

In the world, culture, traditions, customs, rituals, and habits determine the role of women in society. All these factors cause serious problems in making men and women equal individuals in social life. In rural areas, the fact that women are not initiated into the compulsory education they should receive in childhood by their family's decision is one of the first points where this inequality occurs. This inequality, which begins with the inability of women to access the right to education, shows itself at every point of civilised, economic and social life.

One of the 9 basic human rights conventions at the United Nations level, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is an international convention in which Turkey is a party to focusing on women's rights and gender equality. CEDAW is one of the most useful tools aimed at guaranteeing and improving women's rights in countries that are parties to the convention. KEP considers all the values and principles that CEDAW maintains in all its applications.

Basic domestic legal regulations on women's rights in Turkey, the Turkish Constitution and the Turkish Civil Code, are regulated by Law No. 6284 on the Protection of Family and Prevention of Violence Against Women and the international legislations such as the CEDAW, which our country is a party to, the Convention on Economic, Social and Cultural Rights, the Convention on the Prevention of All Forms of Discrimination Against Women, European Social Charter and the European Convention on Human Rights. It is the priority of the association to take into account all these basic laws and regulations in KEP's principles and transactions.



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## **AIMS**

The aim of this policy document is to share with the whole public how KEP has an attitude towards women's rights and to express our determination to fight the issue.

This policy document is aimed at determining KEP's principles, recommendations and measures for creating a working, research and educational environment free of violations of women's rights that will adversely affect the free education and development process, while at the same time raising awareness of women's rights.

With this document, KEP's responsibilities in every case for women's rights, what needs to be done to prevent such situations and what to do in interventions towards women's rights are drawn up.

- All members and employees of KEP know and agree that any violations of women's rights will not be tolerated.
- KEP agrees with this document that the reluctance to take action against violations of women's rights, the male bias and masculine point of view are unacceptable in responding to these allegations of violations at the institutional level.
- KEP undertakes that the violation of women's rights can't be ignored in any way and that it will quickly and effectively evaluate complaints in order to move the issue to a fair investigation process.
- KEP is committed to creating sensitivity towards women's rights, informing its members about women's rights, supporting victimised women, examining all kinds of unwanted statements of violations against women's rights, allegations, and complaints with a principled attitude, and following them effectively in the relevant boards.
- With this document, it is committed to avoiding transactions and interviews that may lead to the re-victimization of the victim who has been violated about women's rights.



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- It also considers any violations against women in the relevant disciplinary processes to be prevented from being properly pursued and investigated, and interventions that will set the processes back as a separate disciplinary offence and agrees to operate the necessary mechanisms
- This document declares that there will be no mediation between the parties before and after the investigation processes and agrees to put the organised power of the institution in favour of the disadvantaged party.
- It is committed to sharing the results of all cases of violations against women's rights obtained as a result of the processes (disciplinary processes) in the boards related to this document with all members and with all interlocutors under the condition in which information is requested, in a way that does not further victimise the victim and within the framework of the principles of this document, with the cause and end relationship of the process and at a principle level.
- This policy document is aimed to contribute to creating an egalitarian and free working environment for all CIP components, where there are no violations of women's rights.
- This document is mainly aimed at preventing violations of women's rights, strengthening awareness of the issue and creating a living space where victims can express themselves comfortably and feel safe in all processes.
- KEP is committed to ensuring that the issue of violation of human rights of the woman mentioned in this document is raised in all activities of KEP, especially education, press publication and organisation activities.
- Informs that the necessary negotiations in the application for a case of violation of women's rights will be conducted by the Women's Rights Commission, which will be established in the future, and the sub-commissions established under it.



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- KEP undertakes that the provisions contained in this policy document will not change depending on any person and time.

## **CONTENT**

The provisions contained in the document cover employees and members within the framework of the solidarity networks and components with which KEP has a relationship.

The principles and provisions contained in this document cover all components of KEP, its members, the board of directors and other boards, volunteers, employees, participants, students, guests, all persons and business employees who receive and service in the relations and activities of the association.

The principles and rules referred in this document apply to both events occurring within the institution and all acts of discrimination occurring outside the institution but moving to the environment of KEP or affecting academic life and work environment arising from the education and training and employment relations maintained by KEP.

KEP undertakes to raise awareness about women's rights and support victims within / among its authorised and solidarity networks and components, to take all kinds of claims and complaints of its members and employees on the agenda meticulously and to follow up effectively in its relevant boards.

This policy document aims to contribute to the creation of a social environment in which there is no interference with women's rights and to prevent such events.



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## **DEFINITIONS**

- **Murder Of Women:** It is any attitude and behavior that is applied to women just because they are women or that causes gender-based discrimination that affects women and violates women's human rights and is defined as violence.
- **Violence:** Actions that result in physical, sexual, psychological or economic harm or suffering, including threats and oppression or arbitrary obstruction of freedom, physical, sexual, psychological, occurring in the social, public or private sphere any verbal or economic attitude and behavior.
- **Victim of Violence:** It defines the person who is directly or indirectly exposed to or is in danger of the attitudes and behaviours defined as violence, and the people who are affected or at risk of being affected by violence.
- **Violent Person:** Defines the people who practice or are in a tendency of applying the attitudes and behaviours defined as violence.

## **PRINCIPLES**

### **Privacy Principle**

Upon KEP and the application made, the board evaluating the allegations of interference with the human rights of the woman acts in accordance with the principle of confidentiality of the private lives of the complainant party(s) and the complainant(s) at all stages until the examination/investigation is completed. During the examination/investigation, the privacy principle is important in terms of resolving the details of the parties' private lives without moving to the social environment where they are located, and not negatively affecting their professional, academic and social relations.



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### **Fair Assessment and Protection Principle:**

KEP,

- Evaluates applications promptly, fairly and objectively through their respective boards
- Takes the necessary measures to ensure that the victim of discrimination is not victimized again during the application process for discrimination claims
- Acts carefully and attentively to avoid any behaviour and actions that may lead to repeated victimisation of the discriminated victim and damage the sense of dignity and trust of the parties, and to prevent the occurrence of such behaviour.

### **Principle of Making a Statement**

KEP is based on the declaration of the complainant for the initiation of an investigation in the evaluation of applications for violation of women's human rights. This means that the board, which will conduct the investigation, does not expect to prove the existence of the action that is the subject of the applicant's complaint in the process of evaluating the application for intervention in women's rights.

### **Trust Principle**

KEP acts in a way that does not damage the sense of trust of the parties by complying with all these principles with the sensitivity that it will show in the evaluation process of women's rights violations applications.



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## **KEP Ethics Committee**

The Ethics Committee of the Collective Impact Association is the board that works in accordance with the principles contained in the published policy documents of the association and carries out studies on potential violations of rights against its members and/or beneficiaries, working with all works and transactions of KEP. Kep Ethics Committee performs investigation, research, follow-up, examination, educational duties and authorities regarding the issues included in all policy documents written and duly enacted by the association.

KEP Ethics Committee consists of the following persons; It convenes with absolute majority and takes decisions by majority of votes. The Ethics

Committee consists of three people;

- A representative from the employees of the association,
- A representative from the managers of the association,
- A representative of the program beneficiaries

The authority duration of the ethics committee is at most 6 months. Board members are re-determined before each course period held for the beneficiaries.

The previous committee members continue their duties until the new course period starts. When it is decided not to open a course as per the decision of the association, one person from the members of the association is elected and serves instead of the representative chosen by the beneficiaries. The representatives of the committee are appointed by the board of directors, employees and beneficiaries by election themselves. Representatives can be elected more than once.

KEP Ethics Committee meets regularly on the first Friday of every month, monitors the implementation of the policy documents accepted by

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the association and duly entered into force, and decides on the applications made to it. An objection can be made to the Board of Directors by the complainant or the person whose defence is taken against the decisions of the Ethics Committee. If no objection is made to the board of directors within 7 days, the decisions of the Ethics Committee become final.

The decisions of the Board of Directors given after the objection against the decision of the Ethics Committee are final. The Board of Directors is responsible for the implementation of the decisions of the Ethics Committee.

#### **Duties of the Ethics Committee within the Scope of This Policy Document**

- To follow up and evaluate the issues within the scope of this policy document on a monthly basis.
- To examine the allegations against all kinds of women's rights within the scope of this policy document and against the procedures, procedures, practices and behaviours that will lead to the victimisation of women whose rights are violated.
- To examine the application, to inform the applicant about the alleged violation, and to ensure that the investigation is completed within 1 month at the latest, with the start of the process; if deemed necessary, to take decisions on suspension from duty, working from home, suspension of the course and other temporary measures
- To gather immediately on the emergency situations
- To provide procedural and legal support mechanisms to victims throughout the investigation and investigation processes, and to direct victims to appropriate institutions if these mechanisms are not within the scope of PEP possibilities.



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- To organise training, promotion and similar activities and make publications in order to raise awareness about women's rights within the body of KEP.
- To ensure cooperation and coordination with other units under the relevant solidarity networks on women's rights.

#### **Detection of Violations of Women's Rights and Reporting to the Ethics Committee**

- As a first step, it is recommended that a person who thinks that he or she has been exposed to a practice, behaviour or process that violates women's rights or causes a violation should first consult the KEP Ethics Committee by making use of this policy document.
- KEP Ethics Committee takes the statement of the complainant as a basis in the evaluation of all kinds of violations of women's rights.
- The statement of the complainant is written and the complainant is informed about the stages of the process.
- Disciplinary sanctions are not applied in cases where it is clearly understood that the claimant has deliberately lied and misrepresented in the post-application process, leaving no room for doubt.

#### **Precautions to be taken by a person who thinks he is a victim of women's rights violations**

- Reading the KEP Women's Rights Policy Document
- Clearly warning the person who engages in behaviours or practices that will cause him or her victimisation, and informing that he will take an official action if the person does not stop this behaviour or practice.



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- From the first moment, collecting whatever material can be used as evidence in the investigation, keeping records of the events and keeping the evidence.
- In cases where reasonable arrangements regarding Women's Rights are required, notify the issue to the KEP Executive Board with a written request.
- To apply to the KEP Ethics Committee in order to get support and learn about their rights.

#### **Advice to the Person Who Recognizes Violation of Women's Rights**

- Reading the KEP Women's Rights Policy Document
- To have a sensitive attitude befitting human dignity and to be sensitive in behaviour towards the employees, beneficiaries, board of directors and members of the KEP Association.
- To act more sensitively in order not to victimise people in the disadvantaged group and to pay attention to be sensitive to their behaviour in working life.
- Not ignoring or considering it unimportant as soon as you realise that the behaviour will lead to the victimisation of the person or that it is a situation that disrupts the environment of the association, and taking initiatives to eliminate the negative consequences of this behaviour
- To apply to the KEP Ethics Committee for information.