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NIGDE ÖMER HALISDEMİR UNIVERSITY RECTORATE  
SUSTAINABILITY COMMISSION DECISION

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MEETING PARTICIPANTS:

President	: Assoc. Prof. Dr. Ece Ümmü DEVECİ
Member	: Assoc. Prof. Dr. Arzu AYDOĞAN YENMEZ
Member	: Assoc. Prof. Dr. Orhun SOYDAN
Member	: Dr. Lecturer Hidayet DÖKÜCÜ
Member	: Dr. Lecturer Ayşe AKBULUT BAĞAR
Member	: Dr. Lecturer Seval YILMAZ
Member	: Dr. Lecturer Yusuf Kagan DEMİR
Member	: Dr. Lecturer Neslihan KILAR
Member	: Lecturer Halil İbrahim KOÇ
Member	: Res. Asst. Meryem Sevde DOĞRUER
Member	: Res. Asst. Esmâ KARAKOYUN YAĞAR
Member	: Res. Asst. Kemal ULUSOY
Member	: Res. Asst. Metehan BULUT
Member	: Res. Asst. Tolga KAYNAK
Member	: Hurriyet GURLEK
Member	: Alper YILMAZ
Member	: Harun YALÇINDAG
Member	: İbrahim YOKSULABAKAN

Our University Sustainability Commission will meet on Tuesday, December 19, 2023 at 10:00  
The Sustainability Commission convened under the presidency of Assoc. Prof. Dr. Ece Ümmü DEVECİ in the Senate Hall of the Rectorate and made the following decisions.

**DECISION NO: 2024/01**

Within the scope of our University's Sustainability studies, "Sustainable Climate Action Policy"

The determination of was discussed.

Within the scope of our University's Sustainability studies, "Sustainable Climate Action Policy"

prepared by expert academic staff and stakeholders and is as follows:

It was unanimously decided to accept the resolution and to report the decision to the Senate.

***Sustainable Climate Action Policy***

By adopting sustainability principles, we support climate change action plans determined for Türkiye through education, research, actions and social participation and produce solutions for a sustainable future.

Determined strategies;

- In the education and training curriculum, the courses in each profession are based on sustainability.  
to be,



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- Education and awareness programs on sustainability and climate change creation,
- Innovative, sustainable and climate-friendly employees in research and scientific studies to ensure its dissemination,
- Reuse of purified water, rainwater, in relation to the protection of natural water resources  
Ensuring efficient maintenance and use of water harvesting systems,
- Building and infrastructure improvements to increase energy efficiency,
- Our operational impact in areas such as waste management, water saving and renewable energy use  
Taking steps to reduce,
- Creating sustainability projects through collaboration with students, staff and local communities,
- Environmental impact of smart technologies based on sustainability principles and Sustainable Development Goals  
integration into systems and implementation of technological applications that increase efficiency and development,
- Creating, developing and promoting sustainability and environment focused student clubs.  
taking part in awareness-raising activities,
- Highlighting sustainability and environmental activities through communication channels, especially social media  
and local press, and ensuring national/international collaborations,
- In determining and implementing local, regional, national and international climate action targets  
Training of scientists who take and/or can take an active role.

• **Measurable Goals:**

1. Reduce greenhouse gas emissions across the university by 50% by 2030.
2. Reducing waste in the campus area by 30% by 2025.
3. Reducing energy consumption by 20% and 50% from renewable sources by 2025  
welcome.
4. Ensure that every student and staff member participates in at least one educational program on  
sustainability and climate change.

The strategies determined by our university have been adopted with the aim of achieving national and international goals and serving a sustainable life. Subheadings have been created for the purpose of achieving the relevant strategies and goals. The relevant headings and their contents are given below.



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**DECISION NO: 2024/02**

Within the scope of our University's Sustainability studies, "Sustainable Water Management Policy"

The determination of was discussed.

Within the scope of our University's Sustainability studies, "Sustainable Water Management Policy"

prepared by expert academic staff and stakeholders and is as follows:

It was unanimously decided to accept the resolution and to report the decision to the Senate.

***Sustainable Water Management Policy***

- Niyde Ömer Halisdemir University; keeps environmental awareness at the forefront in all activities of the University, carries out environmental activities in this direction, and aims to make the concept of sustainability a life culture for its students and employees during and after the education and training period. It adopts the ***Sustainable Green Campus*** policy aiming to :
  - Within the scope of the Sustainable Green Campus policy, the University is responsible for determining and managing the water used (mains water, grey water, rain water, waste water) within its areas of responsibility and authority. In this context; (a) determining and recording the amount of water used by the units, minimizing water use and reducing water losses and leakages, (b) minimizing the possible negative effects of grey water and rain water on human health and the environment. (c) wastewater, other than recyclable water such as grey water, is drained and removed through wastewater collection channels without harming human health or the environment, and these activities are carried out by the relevant units of the University.
- The university creates a sustainable green university strategy and carries out institutional structuring. Necessary reporting and follow-ups are carried out through relevant commissions. Data analyses are carried out in line with sustainable development goals and submitted to the Rectorate.
- In accordance with the sustainable water management policy; it carries out studies on water recovery, water reuse, wastewater treatment and efficiency in treatment processes and water footprint reduction. These studies are supported by the relevant academic units of the University.
- With the principles of Zero Discharge, Zero Waste and Reuse of Water, it carries out studies to make wastewater reusable in the development plans, design, research and development projects of the University units.
- Economic use of water from water resources for agriculture, landscaping and human purposes takes the necessary precautions and investigates alternative water sources to meet its water needs.



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- Providing the necessary sensitivity and awareness for more economical use of water in the university.  
It carries out studies on creating common water awareness and conscious water consumption.
- Aims to cooperate on water security at local, regional, national and global levels.
- Our university attaches great importance to the sustainable management of water resources while fulfilling its responsibilities for the protection of ecosystems, wildlife, human health and public welfare. In this context, water discharges are carried out in full compliance with the water quality standards determined by the Ministry of Environment, Urbanization and Climate Change of the Republic of Turkey, and natural water. The aim is to minimize the negative impacts on the water cycle. The quality of the discharged water is regularly monitored and analyzed by independent laboratories accredited by the Ministry and the results are meticulously reported. This process not only ensures that legal requirements are met, but also our environmental responsibilities contributes to the protection of water resources.

**DECISION NO: 2024/03**

Within the scope of our University's Sustainability studies, "Sustainable Waste Management  
The determination of the "Policy" was discussed.

Within the scope of our University Sustainability studies, "Sustainable Waste Management

Prepared by expert academic staff and stakeholders on the subject of "Policy"

It was unanimously decided to accept the following form and to report the decision to the Senate:

has been given.

***Sustainable Waste Management Policy***

- Niyde Ömer Halisdemir University, in line with the goals of sustainable terrestrial life, protection and sustainable use of lands, existing ecosystems and biodiversity cares about protection. In this context, in line with the Sustainable Development and Zero Waste Goals carries out studies for the reduction and elimination of waste.
- Waste generated in university units (hazardous, medical, experimental animals and biological origin, The processes of radioactive waste (radioactive) are carried out in an efficient and measurable manner throughout the university within the framework of legal regulations, from the starting point of production to its disposal in an environmentally friendly manner, and with *the Integrated Waste Management System* on an institutional basis. ensures sustainability.
- As an environmentally friendly university, we implement the principles of a Sustainable Green University and a zero waste approach, starting from the procurement process of plastic and disposable materials.



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plans to reduce waste generation through prevention, reduction, recovery and reuse.  
reduces.

- Zero Discharge, Zero Waste, Recycling, Reuse principles in the development of university units  
In its plans, it spreads and implements it throughout the university, covering design, research and development, service activities and the external supply chain.
- Takes initiatives/supports the project and construction of zero emission building/buildings, primarily at Niýde Ömer Halisdemir University units, locally and later on at the national scale,  
takes measures to reduce emissions from waste storage within the institution.  
In addition, it cooperates with local governments (municipalities) for the discharge of wastewater within the campus and in the units affiliated to it. It creates policies to reduce plastic waste on campus.  
Makes plans for hazardous waste disposal that includes hazardous materials.
- To protect water quality and ecosystem and thus prevent potential damage to the environment  
carries out disposal practices.
- Prioritizes local and sustainable resources in the food supply process and has a Green University strategic plan for monitoring, eliminating and evaluating food waste.  
Within this framework, the university aims to use an integrated waste system.
- Priority is given to sustainable alternatives (thermos, mugs, etc.). University purchasing  
It takes into account the use of plastic in the packaging of the preferred product in its policy. Encouraging sustainability activities are carried out in a way that includes all university stakeholders. Water filling stations are established at strategic points throughout the campus to facilitate easy filling of water bottles and reduce the need for single-use plastic water bottles.
- Inform students and staff about the environmental impacts of plastic pollution and the importance of reducing plastic use.  
Regular awareness activities are carried out to educate about the importance of  
This may include workshops, seminars and campaigns aimed at promoting a culture of sustainability on campus.
- Our university follows an effective policy to reduce single-use materials.  
Within the scope of environmental awareness and sustainability activities, "Bring Your Own Cup,  
The "Take Your Coffee/Tea" campaign has been launched. Within the scope of this campaign, students and staff are given the opportunity to bring their own personal thermos or mugs and get their drinks.  
It is offered. In addition, the campaign encourages an environmentally friendly approach and provides participants with a 50% discount on beverages. It is aimed to increase these and similar practices and activities in line with the goals of waste prevention and reduction, sustainability and green campus.



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- Our university monitors not only the campus and affiliated units but also the service procurement and supply chain processes and stakeholders within the scope of sustainable waste management. Product and sustainability reports are requested from relevant collaborators. Sustainability and Priority is given to stakeholders focused on the concept of zero waste.

**DECISION NO: 2024/04**

Within the scope of our University's Sustainability studies, "Energy Efficiency Policy" determination was discussed.

Within the scope of our University's Sustainability studies, "Energy Efficiency Policy" prepared by expert academic staff and stakeholders and is as follows:

It was unanimously decided to accept the resolution and to report the decision to the Senate.

***Energy Efficiency Policy***

- Our university conducts energy efficiency and savings potential studies, creates an inventory and repeats these studies periodically,
- Determines the methods and measures to be applied in energy efficiency and saving,
- National and international energy performance of existing and planned campus buildings standards, switching to high energy efficient systems and the implementation of these activities Prioritizes strengthening with LEED (*Leadership in Energy and Environmental Design*) green building certification studies,
- Examines the minimum efficiency criteria accepted nationally or internationally in the purchases of goods and services and construction works that require energy consumption, and makes possible changes to the technical specifications for new purchases and constructions for this purpose,
- All types of equipment, machinery, lighting and equipment that have completed their economic life in terms of energy efficiency Completes feasibility and study studies for gradually replacing other vehicles with more environmentally friendly, high-efficiency equipment and makes the necessary arrangements according to the data obtained.
- Researching renewable energy sources that will provide low carbon emissions Supports academic research projects by highlighting them,
- Continuously monitors corporate carbon footprint and implements carbon management and carbon dioxide emissions carries out studies on the implementation of practices aimed at reducing

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- Visibility to create awareness about the importance of energy saving and clean energy carries out its activities (Workshop, Panel, Symposium, Congress, Seminar, Social media shares etc.),
- Niğde Ömer Halisdemir University, Green Campus and Sustainable Environment focused policy Accordingly, it serves the Sustainable Development Goals. Specializing in fuel cells and hydrogen technologies, our University continues its environmentally focused investments with a focus on infrastructure, water and energy efficiency, pollution prevention and reduction. In this direction, our University, which prefers new generation and environmentally friendly energy sources, carries out awareness-raising activities and reducing environmental pollution with various environmental and sustainability-focused events. continues its activities without interruption.

**DECISION NO: 2024/05**

Within the scope of our University's Sustainability studies, "Protection of Biodiversity and The determination of the "Ecosystem Health Policy" was discussed.

Within the scope of our University's Sustainability studies, "Protection of Biodiversity and By academic staff and stakeholders who are experts on "Ecosystem Health Policy"

It was unanimously voted to accept the following form and to notify the Senate of the decision taken:

The decision has been made.

***Biodiversity Conservation and Ecosystem Health Policy***

Nigde Omer Halisdemir University attaches importance to doing its part in protecting aquatic areas in order to leave a better world for future generations. Oceans, rivers and water basins, which constitute the majority of the world ecosystem, directly or indirectly affect people closely. Nigde Omer Halisdemir University's Sea and Aquatic Area Protection policy covers the following issues.

- Niğde Ömer Halisdemir University provides information on water ecosystem to local, regional or national stakeholders. Training on conservation and sustainable animal husbandry and various agricultural production activities proposes and implements,
- Organizes/supports activities on the protection and sustainability of the aquatic ecosystem and takes action on these issues. It exhibits a holistic approach with waste management and awareness-raising activities,



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- Scientific studies on the determination, protection and management of sensitive areas in marine and aquatic areas carries out studies and cooperates with implementing public institutions to ensure that the legislation is contributes to the preparation,
- Conducts necessary studies on the protection of the local ecosystem. *At national and international levels. produces academic/scientific output.*
- Niğde Ömer Halisdemir University, in line with the goals of sustainable terrestrial life, protection and sustainable use of lands, existing ecosystems and biodiversity  
We care about protection, zero waste target and waste removal and evaluation issues,
- Aiming to promote the protection and sustainable use of university lands  
supports or organizes events. Product diversity with sustainable agriculture approach and performs research, development and production-sales operations related to productivity,
- Niğde Ömer Halisdemir University, the existing ecosystems and biological  
preserves diversity; conducts educational programs on ecosystems for local or national communities.  
Organizes training programs or outreach programs on sustainable land management for agriculture and tourism,
- Niğde Ömer Halisdemir University forest area designated for research and development  
rehabilitation of areas, especially for rapid cultivation in fire-damaged areas  
determination of plant species in the growing structure and planting of local endemic plant species  
conducts studies,
- To prevent any harm to living species due to the university's operations and newly constructed buildings.  
Takes measures. Makes plans to increase local biodiversity and reduce the impact of non-native species on campus,
- Niğde Ömer Halisdemir University cooperates with local governments (municipalities) for the discharge of wastewater within the campus and in its off-campus units.  
Creates policies to reduce plastic waste on campus. Makes plans for hazardous waste removal that includes hazardous materials.
- Observations are carried out within the scope of academic studies and biodiversity determination at our university. In this context, 226 bird species have been identified, and the White-headed Duck (*Oxyura leucocephala*) and Pochard (*Aythya ferina*) ducks, which are endangered species on the international IUCN Red List, have been observed. Another endangered species, the Turtle Dove (*Streptopelia turtur*), breeds in the gardens and wooded areas around the dam and species-based observations continue. Activities and practices are carried out in sustainable water management, waste management and ecosystem health criteria in order to ensure the survival of the relevant species and the protection of biodiversity.





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- Niyde Ömer Halisdemir University, protection and sustainable use of terrestrial life has done and continues to do very successful work at national and international levels in the field of is continuing.
- Niyde Ömer Halisdemir University, agricultural fields in which it operates, adopts environmentally sensitive approaches in its activities. In this direction, the pesticides used are selected in a way that minimizes the negative effects on the ecosystem and the natural balance is preserved. In addition, efficient irrigation methods such as drip irrigation are preferred in order to maximize water saving in the irrigation of agricultural areas. Thus, while the sustainable use of water resources is ensured, environmental impacts in agricultural production are minimized.  
is being downloaded.
- Nigde Omer Halisdemir University will carry out regular monitoring and maintenance activities to protect and improve the ecosystems around the campus. Biological control programs will be implemented to prevent the entry of alien species that threaten biodiversity into the ecosystem, and the protection of the natural balance of local species will be a priority during this process. In addition, To ensure the sustainability of natural habitats, afforestation efforts will be carried out every year and Scientific projects aimed at the dissemination of local plant species will be supported. These steps reflect the university's long-term commitment to preserving ecosystem health.

**DECISION NO: 2024/06**

Within the scope of our University's Sustainability studies, the "Social Equality Policy" determination was discussed.

Within the scope of our University's Sustainability studies, "Social Equality Policy" prepared by expert academic staff and stakeholders and is as follows:

It was unanimously decided to accept the resolution and to report the decision to the Senate.

***Social Equality Policy***

Niyde Ömer Halisdemir University aims to ensure social equality without any discrimination between individuals. In line with this purpose, academic studies carried out within the university support the social equality policy with scientific and social activities.

**The Social Equality Plan**, prepared to secure the Social Equality Policy , and the **Social Equality Commission**, aimed to make the work to be done in this field sustainable. The policies developed by Niyde Ömer Halisdemir University in this context are listed below:



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- Niğde Ömer Halisdemir University, age, color, disability, ethnicity, gender identity or expression, genetic information, marital status, family status or military/veteran status, national origin, race, religion, prohibits discrimination and harassment based on gender, citizenship status, arrest or conviction record, or any other legal status. Discrimination or harassment based on these classifications will not be tolerated. It is not shown and is punished with disciplinary punishment. Every individual who meets the application entry requirements can apply to the university and enter the university based on language, religion, sect, race, gender, life preferences, etc. accepts without discrimination.
- Niğde Ömer Halisdemir University is committed to prioritizing the protection of the education and employment rights of individuals who report discrimination. Our university is committed to the protection of the education and employment rights of individuals who report discrimination and inequality. It ensures that people who make complaints are supported within the framework of existing regulations, without suffering any educational or employment disadvantages. It is committed to combating discrimination and creating a fair working environment.
- The Council of Higher Education provides state aid to women over the age of 34 who could not go to university for various reasons. Universities have reserved quotas for associate and undergraduate programs, and this practice is supported and implemented in our university.
- Provides equal opportunities to all women and men working within its organization and to students at all levels.
- Equal gender and equality between professions in terms of not gendering professions follows an inclusive policy.
- In addition to the academic and administrative staff coming to work within the institution, student exchange provides without any gender discrimination.
- Without compromising on competence and quality while carrying out all its activities, both scientific and social. It acts with the principles of gender equality without compromising on gender equality.
- The research and activities of all staff and students working within the university, and even researchers continuing their research and individuals coming to the university through academic exchange programs. supports regardless of gender.
- Increasing the number of female academics within the framework of ensuring social equality, It supports the active participation of women in working life in every unit of the university.
- Activities and scientific studies to increase social awareness on gender equality carries out studies.
- In order to ensure gender equality, every student of the university should be appointed on merit. supports the active participation of women in the unit.



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- Our university's Women, Family and Social Policies Application and Research Center (KASPAM); conducts research on women, families, youth and disadvantaged groups (women, children, elderly, immigrants, victims of violence, addicts and similar), prepares projects together with stakeholders and contributes to developing strategies to improve their quality of life. It provides scientific and social support on preventing violence against women and early and forced marriages.  
It carries out activities. It supports academic studies. It works in cooperation with public institutions and organizations (Provincial Directorate of Family and Social Services, Provincial Directorate of Health, Provincial Directorate of Youth and Sports) and NGOs serving in Niğde province and provides them with consultancy services.
- The Women, Family and Social Policies Application and Research Center Directorate and Youth Counseling Center Coordination Office within its body support the activities of all units that contribute to the achievement of gender equality, especially student communities. In this context, it encourages national and international studies such as conferences, seminars, symposiums and projects.
- Women Family and Social Policies Application and Research Center for women living in Niğde Province Directorate, can be accessed to benefit from the services provided by the Continuing Education Center.  
It has a policy of being a women's education institution. Programs for women (drama, painting, cooking courses, mother-father training. etc.) plans and carries out.
- Determining the psycho-social needs of women living in Niğde Province and meeting these needs  
It organizes activities to meet these needs and works in cooperation with institutions, organizations and NGOs that provide services at the provincial level in this context.
- Niğde Ömer Halisdemir University aims to ensure that women take part in every stage of working life under equal conditions without any gender discrimination, to protect and develop women's rights, and to ensure gender equality. With the studies it carries out in line with these goals, it aims to increase gender equality within the scope of sustainable development goals.  
supports the achievement of equality.
- Nigde Omer Halisdemir University attaches importance to ensuring equality in all aspects of working life. Wages at the university cannot be determined for any reason, including gender.  
It is determined according to the principle of equal pay for equal work without discrimination, thus preventing the emergence of discrimination based on gender etc. This is outlined in the University Employment Policies and is carried out when the Human Resources Department, affiliated to the Rectorate, prepares and distributes job offers.
- Women should be included in every stage of working life under equal conditions, regardless of gender discrimination.  
Niğde Ömer Halisdemir, who aims to ensure women's rights, protect and develop women's rights and ensure social equality, supports the provision of social equality within the scope of sustainable development goals with the work it carries out in line with these goals.



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- Within the scope of the policy of ensuring social equality, it supports women students and employees in opening courses, participating in national and international events and organizing activities within the university and provides financial and moral research support.
- Nigde Omer Halisdemir University is determined to support the rights of motherhood and fatherhood. The university provides affordable childcare opportunities for the children of its employees and students, thus enabling women and men to continue their working and educational lives after motherhood and fatherhood.  
supports them to do so.

In accordance with Article 104 of the Civil Servants Law No. 657, the following shall be given to the mother who gives birth and the father whose spouse gives birth:

- a) A total of sixteen weeks, eight weeks before and eight weeks after birth, are required for female civil servants. maternity leave is granted for a period of eight weeks. In case of multiple pregnancies, eight weeks of maternity leave is granted before the birth. Two weeks are added to the period. However, a female civil servant who proves that her health condition is suitable for work with a medical report up to eight weeks before the expected date of birth may work in her institution up to three weeks before the birth, if she so wishes. In this case,  
The periods during which she actually worked based on the report are added to the postpartum maternity leave period. The unused part of the prepartum maternity leave due to the early birth is also added to the postpartum maternity leave period. In the event of the mother's death while taking maternity leave during or after birth, the father, who is a civil servant, is granted leave for the period specified for the mother upon her request.
- b) A civil servant is granted ten days of paternity leave upon request in the event that his/her spouse gives birth; and seven days of leave upon request in the event that he/she or his/her child gets married or his/her spouse, child, his/her or his/her spouse's mother, father or sibling dies.
- c) Except for the cases specified in paragraphs (a) and (b) and in the absence of annual leave to be used, the unit managers may grant ten days of leave to civil servants due to excuses, either collectively or in sections, within a year. In case of necessity, ten more days of excuse leave may be granted using the same procedure.  
In this case, this leave granted for the second time will be deducted from the annual leave.
- c) Candidate civil servants who are not entitled to annual leave may be granted annual leave for up to ten days, if they have an excuse. Excuse leave may be granted.
- d) Female civil servants are given three hours of breastfeeding leave per day for the first six months and one and a half hours per day for the second six months, starting from the end date of maternity leave, in order to breastfeed their children. The choice of the female civil servant is essential regarding the hours between which the breastfeeding leave will be used and how many times per day.
- e) Financial rights and social benefits remain unaffected during annual and excused leaves.
- Article 10 of the Constitution of the Republic of Turkey; "Everyone is equal before the law without discrimination on the grounds of language, race, color, gender, political opinion, philosophical belief, religion, sect and similar reasons.



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It provides assurance for the principle of equality with the emphasis that "State bodies and administrative authorities must act in accordance with the principle of equality before the law in all their transactions." The relevant articles of the United Nations Convention on the Rights of Persons with Disabilities, to which our country became a party in 2009, are also included. provides guidance on reducing inequalities.

- In this context, Niğde Ömer Halisdemir University observes the principle of equality before the law,

It values individual differences as a source of wealth, does not allow discrimination in any subject with all its units, and supports the right to education by providing equal opportunities for everyone.

Niğde Ömer Halisdemir University's policy on reducing inequalities covers the following issues:

- Niğde Ömer Halisdemir University, without discrimination against groups that are underrepresented (and have the potential to be underrepresented) in society, such as ethnic minorities, low-income students, and students with disabilities;

- o Education in associate, undergraduate and graduate programs and continuing education programs

provides the opportunity.

- o Provides the opportunity to benefit from accommodation, scholarships, support and social opportunities.

- o Provides equal employment opportunities.

- o Establishing policies against discrimination and harassment and ensuring that these are implemented by all units. ensures its implementation.

- o Conducts scientific and social activities against discrimination and harassment.

- o It has a corporate culture that creates an egalitarian working climate.

- o Facilitating and enabling disabled individuals to benefit from all services offered conducts supporting studies and research and development activities.

- Niğde Ömer Halisdemir University ensures that its employees are treated with dignity.

It aims to eliminate problems such as stress and personal tension that may arise during work at the workplace, to provide an ergonomic working environment, to develop the sense of loyalty of employees to the institution, and to ensure the health of employees and their families. One of the important mottos of economic growth is the effective and efficient use of human resources.

aims to provide the necessary environment for it to work properly.

- In this context, Nigde Omer Halisdemir University;

- o Implement an employment policy that provides equal opportunities for everyone,

- o Supports employees to receive a wage befitting human dignity,

- o It is against modern slavery, human trafficking and child labor practices,



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o Take measures to prevent any unethical behavior such as intimidation, harassment, psychological violence, pressure, harassment, humiliation, degrading, etc. in the working life of employees.

takes.

- A comprehensive policy is implemented to protect the equal rights of employees in all activities carried out with third parties.

In all collaborations with third parties, our university,

includes provisions in contracts and employment agreements to ensure that employees are not subject to

discrimination, inequality or unfair treatment. The rights and safety of employees are one of the main priorities of

our university; therefore, in transactions to be carried out with third parties, all employees are treated fairly and

benefit from equal rights. In agreements made with third parties, the necessary audit and control mechanisms are

established to ensure that the principles of equality and justice are adhered to.

The implementation and review of the policy is regularly evaluated and reviewed as necessary.

updates are made.

- Nigde Omer Halisdemir University is an institution that tries to provide comprehensive support for disabled/disadvantaged individuals. In addition to the support provided to all students within the university, special measures and opportunities are also provided for the individual needs of students with special needs. Necessary studies are being carried out to provide barrier-free access to all facilities on campus. Nigde Omer Halisdemir University is an institution that enriches the campus by providing students with different cultures, languages and socio-economic levels and different disability groups.

In addition, our university has an accessible physical infrastructure for students with disabilities.

ramps, elevators, soundproofing, and disabled-friendly campus design

With elements such as orientation systems, students are provided with easy access within the campus. Our

university has guidelines to ensure that disabled students have access to equal opportunities. These guidelines

aim to ensure justice and equality in the education process and to maximize the potential of each student.

- Niğde Ömer Halisdemir University, without discrimination among students;

- 

o Volunteer peer groups are provided to support students with disabilities.

o Informing disabled students about their rights and providing legal support if necessary

There is a disabled student unit. This unit provides students with justice and equality and many other subjects.

operates for the purpose of providing guidance.

o Addressing the individual needs of students with disabilities in educational environments and exams

adaptations are made.

o The elements listed above are the comprehensive services provided by our university for students with disabilities.

It forms part of the support strategy. It is constantly updated and



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This strategy aims to improve the educational experiences of students with disabilities by focusing on their success.

- o A letter to the disabled student unit coordinator for support for disabled students

This budget is allocated to facilitate the education processes of disabled students and used to eliminate inhibitory factors.

- o Scholarship and financial support programs for students facing financial difficulties is used as.

- o Buildings and facilities on campus are designed to provide easy access for students with disabilities. designed for this purpose, including disabled-friendly ramps, wide doors, low-slope roads and voice guidance system...

- o Elevators provide easy access for disabled students to classes, the library and other campus areas. suitable for disabled people to ensure accessibility.

- o Special technological tools are provided to support the education of students with disabilities. For example, speech recognition software, screen reading programs and special keyboards are used to provide easier access to course materials.

- o Enable students with disabilities to participate effectively in practical classes and laboratory classes. Arrangements are made in physical environments to ensure this.

- o Special counseling services are provided to students with disabilities. Counselors are assigned to faculties and colleges to support students' academic and personal development, manage interactions on course programs, and provide all necessary support services.

- o Personal assistance services, especially for those who need assistance with mobility is presented for students.

- o Increasing the participation of students with disabilities and their full integration into campus life Interactive events and awareness campaigns are regularly held to ensure

- o Education and awareness programs are organized for disabled students. These programs aim to increase the awareness of students and faculty about disability. Therefore, they guide those who provide service to students at our university in interacting with disabled individuals.

**DECISION NO: 2024/07**

Within the scope of our University's Sustainability studies, "Healthy and Quality Life

The determination of the "Policy" was discussed.

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Within the scope of our University's Sustainability studies, "Healthy and Quality Life Policy" prepared by expert academic staff and stakeholders and is as follows:

It was unanimously decided to accept the resolution and to report the decision to the Senate.

***Healthy and Quality Life Policy***

Nigde Omer Halisdemir University has undertaken the duty of ensuring healthy youth, healthy society and healthy future, protecting and developing health, and combating the elements that will negatively affect health and quality of life. Within the scope of this duty, it carries out activities and events aimed at ensuring the sustainability of a healthy and quality life. Nigde Omer Halisdemir University's **healthy and quality life policy** covers the following issues:

- Aims to protect and improve the health of everyone living, learning and working on campus.
- Will work in the health field with associate degree, undergraduate and graduate programs and will be able to trains professionals who will provide a qualified workforce to meet the needs.
- Healthy working and quality of life in the units providing associate, undergraduate and postgraduate education. creates social and physical environments that support the learning environment.
- In order to provide quality health and social services for the academic and administrative staff and students working within its body, under the coordination of the Health Culture Department, primarily *Women, Family and Social Policy Implementation and Research Center Directorate Youth Counseling Center Coordinator, Community Service Coordinator, Disabled Unit Coordinator and Student* It creates units, especially *communities*, that work towards this goal and supports academic studies.
- Towards the research of renewable energy sources that will provide low carbon emissions Supports academic research projects by highlighting them,
- Continuously monitors corporate carbon footprint and implements carbon management and carbon dioxide emissions carries out studies on the implementation of practices aimed at reducing Visibility to raise awareness about the importance of energy saving and clean energy carries out its activities (Workshop, Panel, Symposium, Congress, Seminar, Social media shares etc.)
- Nigde Omer Halisdemir University, which was established regarding clean and efficient energy technology It carries out information activities about local, regional, national and global policies.
- Niyde Ömer Halisdemir University has been an environmentally sensitive University since its establishment. This sensitivity, which started with the protection of existing green areas on the campus and the creation of new green areas, has developed with many projects to date. The campus continues with sustainable university studies.





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- The design and planning of transportation systems aims to improve existing formal transportation infrastructures and to plan sustainable infrastructures. The efficient transportation of people and goods. however, it aims to minimize its negative impacts on the environment.
- Conducts and records the institute exams (thesis defense, qualification, etc.) synchronously. stored under it.
- Uploads the course materials prepared by the faculty members to the Learning Management System directed by the University and/or to the file storage systems they individually prefer (Google Drive, Dropbox and YouTube etc.) and/or to our university's file sharing system.
- Synchronous (live) lessons can be held with breaks and synchronous (live) lessons can be held with Learning Management System and made available to students for asynchronous access. provides.
- The Distance Education Coordination Office creates a web page for the healthy execution of distance education activities and prepares guiding materials, workflow, forms and guides that will assist faculty members and students.
- Protection and development of health and combating the factors that negatively affect health (addiction, violence, (sexual health, endemic diseases etc.) at local and national levels cooperates with organizations.

Nigde Ömer Halisdemir University, which plays an active role in solving world problems by contributing to the development of the country, aims to combat poverty in order to leave a better world for future generations. It is important to do its part in the fight against poverty. By educating individuals who can think universally and have ethical and cultural values and by implementing innovative practices, Niğde Ömer Halisdemir University aims to contribute to local, regional, national and global policies aimed at ending poverty in all its dimensions by 2030. In line with this goal, Niğde Ömer Halisdemir University's **policy to combat poverty** covers the following issues:

Various institutions, foundations,

Coordinates and executes scholarship/loan transactions provided by associations and companies.

Basic services (health, housing, nutrition, psychological support) for low-income students (counseling) and on-campus transportation services.

- Part-time to provide financial support to poor students during their education period provides work opportunities and food assistance.
- Individuals, institutions and organizations at local, regional, national and global scale to end poverty, It develops projects by collaborating with institutions such as businesses, non-governmental organizations, etc. and coordinates the developed projects.



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- Ensuring the economic participation of women in production and the elimination of poverty  
Organizes technical training to prevent falls.
- In addition to developing human skills and knowledge as part of formal education, it also contributes to economic development by creating capital and capacity development through practices such as research, R&D and consultancy. contributes.
- To act jointly with regional stakeholders and create policies in the fight against poverty. targets.
- To ensure that the health information produced at the university is transferred to society.  
It organizes health-themed scientific and social events for the people of Niğde.
- Improving employee performance, increasing academic efficiency, productivity and motivation  
It ensures the sustainability of the service network that enables academic and administrative staff and students to benefit from the units that provide services (Women, Family and Social Policies Application and Research Center Directorate, Youth Counseling Center Coordinatorship, Social Contribution Coordinatorship, Disabled Unit Coordinatorship and Student Communities).
- Provides support to units working in this field in the preparation and presentation of awareness training, seminars and other activities for students and academic and administrative staff working in the fight against addiction and carries out activities in cooperation with local institutions-organizations and NGOs. does.

Preventing passive smoking by those who do not use tobacco or tobacco products at our university,

**The Smoke-Free Campus policy** has been adopted with the aim of making it more difficult for smokers to access tobacco and tobacco products and reducing the incentive to use tobacco and tobacco products . Tobacco and tobacco  
The issues regarding the non-use of smoke-free products and the penalties to be applied to those who use them, as well as the process of implementing the smoke-free campus application on our campus, have been determined as follows:

- This application is for all academic and administrative staff working at Nigde Ömer Halisdemir University.  
It includes staff, students and visitors to our university.
- This application is available in Nigde Ömer Halisdemir University campus areas and all open to visitors.  
valid in premises.

Smoking areas are limited throughout the Niğde Ömer Halisdemir University campus.

“Smoke-free Area” templates were created at the entrances of the buildings and the floors were painted. Areas where tobacco use was allowed were ensured to be at least 10 meters away from the entrance and exit doors of the buildings and their surroundings.

- Laws No. 4207 and 4733 for those who consume tobacco and tobacco products in a smoke-free campus area.  
Within the scope of the administrative fine application, one or more personnel names were determined from each building and the authority approval was obtained to authorize them. The list of personnel authorized to apply administrative fines is kept on record and updated every year.



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- In case of violation of the provisions of the law, Nigde Omer Halisdemir University Protection and Security  
A report can be made to the Directorate, and the security personnel contact the persons authorized to impose administrative fines.

There is a legal warning sign stating that smoking is not allowed in the vehicles belonging to our university and smoking is prohibited, including the driver.  
is not smoked.

- No cigarette sales at any point on the campus of Nigde Omer Halisdemir University  
is not done.
- There are warning signs in areas visible to everyone on campus.
- Providing the reproductive and sexual health services that students need and the student's  
works to ensure access to services.

Provides healthy, accessible and sustainable nutrition opportunities on campus.

Nigde Omer Halisdemir University has a holistic perspective that includes students and employees.

in education, training, research, production and service units within its area of responsibility.

**The sustainable production and consumption policy** adopted by the company covers the following main elements:

- In the food and material supply process that includes purchasing, transformation and logistics activities to meet the needs of students and employees, it provides reliable products, makes sustainable environmentally focused planning and creates a management system based on green supply chain principles.

As an environmentally friendly university, we plan to reduce the supply and use of plastic and disposable materials starting from the procurement process with the principles of *Sustainable Green University* and *the zero waste* approach; we prevent waste generation by preventing, reducing, recovering and reusing.  
reduces.

- *Zero Discharge, Zero Waste, Recycling, Reuse* principles are implemented in the development of university units. In its plans, it spreads and implements it throughout the university, covering design, research and development, service activities and the external supply chain.
- Affordable meals, including different food options, for students and staff studying and living on campus  
It provides access to affordable, nutritious, healthy and sustainable foods.
- It prioritizes local and sustainable resources in the food supply process and aims to use the university integrated waste system within the framework of *the Green University* strategic plan to monitor, dispose of and evaluate food waste.
- Regulations for a healthy and active life, combating obesity and metabolic diseases  
Ensures that sports, social and cultural facilities are accessible.
- 260 acres of application area has been allocated within the Niğde Ömer Halisdemir University Campus.  
In this area, 60 decares of dense planting and fruit varieties for traditional production are located.



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and varieties, 30 decares of vineyards with table and wine varieties, 60 decares of land to be allocated to certified organic production, 90 decares of land to be allocated to field crops production, and 20 decares of land to be allocated to research.

Plant breeding, which plays an important role in creating the qualified workforce needed by the sector, encourages production through classical breeding programs together with the sustainable use of rich genetic resources and studies in the field of biotechnology.

- Works to provide services for psycho-social adaptation to university life and the protection of mental health and to ensure that students have access to these services.

### **DECISION NO: 2024/08**

Within the scope of our University's Sustainability studies, the "Stakeholder Identification Policy" determination was discussed.

Within the scope of our University's Sustainability studies, "Stakeholder Identification Policy" prepared by expert academic staff and stakeholders and is as follows:

It was unanimously decided to accept the resolution and to report the decision to the Senate.

#### ***Stakeholder Identification Policy***

The internal and external stakeholders of the University were determined by following the stages in the Share Analysis section of the Strategic Planning Guide for Universities. In line with this guide, those who benefit from the products and services offered by the University and those who are affected by the University or affect the University (alumni, public administrations, non-governmental organizations and private sector organizations, etc.) and individuals, groups or institutions outside the University.

It is considered as an External Stakeholder.

Nigde Omer Halisdemir University Quality Assurance Directive regulates the formation and function of the Advisory Board formed by External Stakeholders in Article 15. Again, in Article 16 of the same directive, Article 17 regulates its relations with stakeholders.

In addition, the university's quality process improvement cycles are also monitored by External Stakeholders (Advisory Board). shows its function and effect in these processes.



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Assoc. Prof. Dr. Ece Ümmü DEVECİ  
President

Assoc. Prof. Dr. Arzu AYDOĞAN YENMEZ  
Member

Assoc. Prof. Dr. Orhun SOYDAN  
Member

Dr. Lecturer Hidayet Dökücü Member

Dr. Lecturer Ayşe AKBULUT BAĞAR Member

Dr. Lecturer Seval YILMAZ Member

Dr. Lecturer Yusuf Kağan DEMİR Member

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Lecturer Halil İbrahim KOÇ Member

Res. Asst. Meryem Sevdâ DOĞRUER Member

Res. Asst. Esmâ KARAKOYUN YAĞAR  
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Res. Asst. Kemal ULUSOY Member

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Hürriyet GURLEK Member

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İbrahim YOKSULABAKAN Member