



OSTİM
TECHNICAL
UNIVERSITY
A N K A R A



SUSTAINABILITY REPORT 2023

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About OSTIM Technical University

OSTIM Technical University (Turkish: OSTİM Teknik Üniversitesi) is a non-profit higher education institution dedicated to education, research, innovation, and public service, with a mission to become a world-class research university. Its new education model emphasizes the cultivation of individuals grounded in universal values, including social responsibility, human rights, and environmental awareness, established in Ankara 2017. It is the first and only private technical university. Orhan AYDIN is the President of Board of Trustees at OSTIM Technical University. Prof. Dr. Murat YÜLEK has been the rector of OSTIM Technical University since its establishment in 2017.

Our Vision

OSTIM Technical University has set itself the vision of being the “university of industry”. In strong cooperation with business, industry and society; the university of industry covers;

- Providing education, research and application infrastructure and facilities in accordance with international standards to its students, especially in the fields of design and training with latest manufacturing systems and innovative technologies,
- Having the knowledge and equipment required by the competitive business world; A graduate having values as self-confidence, completed self improvement, experience, innovative, entrepreneurial, high cultural awareness and embracing human values,
- Playing an active role to increase science and technology development competency of our country,
- Taking the responsibility for the development of our region and our country by producing original projects and solutions.

Our Objectives

- To be skill oriented and to give priority to gain professional competence in education and training in the university,
- Being learning-centered,
- Ensuring active participation of stakeholders, particularly the industrial sector, students, and alumni, in decision-making, implementation, and review processes,
- Based on on-the-job learning,
- Establish mechanisms for the development of patent, utility model, industrial design, brand development capacity and royalty capacity on the basis of university’s cooperation with industry and operate them effectively,

- Constructing intellectual property capacity, research competence and entrepreneurship and innovation, aiming at economic contribution, and commercialization as the main axes of University activities,
- Adopting support for development by ensuring that the production of knowledge at the University is project and research-based as the basis of the research and publication philosophy of the university, and that the information produced allows the application and commercialization.
- Targeting for students to graduate as individuals with high social responsibility and cultural awareness, embracing human values, with self confidence and completed self-improvement
- Ensure that all qualifications of the university are included in the national database of qualifications.

Our Management and Operation Principles

OSTIM Technical University is governed by the objectives stated in the OSTIM Foundation charter, the objectives and main principles specified in the Higher Education Law No. 2547, the procedures determined by the Board of Trustees and in accordance with the provisions specified in the Main Regulations as below;

- Establishing mechanisms and tools to ensure the active participation of stakeholders, particularly of the industry sector, in decision-making, functioning, feedback and supervision processes of the university,
- Designing academic and administrative structures in accordance with the concept of “University of Industry”,
- Based on learner-centered education curricula,
- Designing training programs and processes with a focus on educational attainment and output,
- Focusing on professional competence and prioritizes professional competence in curriculum,
- Based on learning at work and on-the-job training programs,
- Aiming to develop entrepreneurship and leadership skills in education programs and designs the curriculum accordingly,
- Designing graduates as individuals with high social responsibility and cultural awareness, and to design projects based on extracurricular activities,
- Designing the active participation of stakeholders, particularly the industrial sector, students and alumni, in the decision-making, implementation and review processes in designing educational curricula,
- Ensuring students to work in teams with different composition in terms of education, application,

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project, homework and similar obligations and to develop incentives that enable them to design,

- Constructing and operating a governance model based on the principles of corporate governance (fairness, transparency, accountability and responsibility) in the academic and administrative management and operation processes of the university, and designs mechanisms to establish sustainable mutual trust,

- Ensuring a university based on academic freedom and freedom of thought, tolerance and tolerance to different cultures and opinions,

- Aiming to ensure that the learners and graduates have the professional and personal competence to work on national and international basis and form the education & training curricula accordingly,

- Providing graduates with the ability to communicate professionally in a common international language and to encourage for second foreign language,

- Whilst forming the university's academic staff; gives priority to innovation, intellectual property, entrepreneurship, economic contribution and commercialization performance with its experience in industry and business world and encourages the teaching staff in this direction,

- Enabling learners to have gains in different fields and designing education & training curricula particularly to enable graduates with different profiles in diploma programs,

- Promoting freedom of choice and decision-making by allowing students for mobility between educational programs,

- Designing non-diploma courses and programs appropriately in accordance with the transfer of courses, modules, credits, grades and other components that are learning achievements and elements, and support them with competence attachments,

- Adopting an approach to ensure that the university is visible in national and international ratings and documentation, and designing its mechanisms and tools; placing publications, projects, R & D, intellectual property, economic contribution and commercialization at the center of the University's activities and educational programs,

- Foreseeing that, in principle, knowledge and skill acquisition and knowledge production at the University should be project and research oriented; awarding projects, publications, ideas and product development,

- Based on the reforms of the European Higher Education Area and foresee adaptive mechanisms

for international and national updates in this direction (qualifications framework, quality standard, employability, internationalization, mobility, minor, social dimension, dual degree, joint degree, recognition and equivalence in educational curricula and institutional and functional fiction),

- Designing joint training programs for training, internship, mobility, joint degree and double diploma with peer organizations nationally and internationally,

- Developing a policy framework in line with international practices for the recognition of prior learning and designs effective implementation mechanisms,

- Designing lifelong learning mechanisms and instruments in line with the international approach,

- Forms University's governance philosophy and implementation model considering of formal and non-formal education and free learning certification mechanisms and instruments in diploma and certificate programs to allow transfer.

Our Ethical Principles

- Supremacy of law,

- Academic and scientific freedom,

- Freedom of thought and expression,

- Respect for community values,

- Tolerance to differences,

- Academic integrity,

- To act in accordance with research and publication ethics,

- Commitment to ethical values,

- Justice,

- Transparency,

- Accountability,

- Responsibility,

- Equal opportunity,

- Be against hate crime,

- Non-discrimination among members due to gender, social class, ethnicity, political opinion, religious belief, geographical region or country.

OSTIM Foundation

OSTIM Education, Research, Development, Enhancement and Solidarity Foundation was founded in 1993 by OSTIM Cooperative, notably for our region and our country's businesses;

To create a training, research, development, innovation, entrepreneurship and cooperation eco-system in order to increase management, production, innovation and technological capabilities.

To realize the economic and social solidarity amongst its members and to ensure the sustainabil-

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ity of OSTIM's financial and moral trusts and the organizations established thereof.

OSTIM Foundation continues to work in line:

- To organize training and applied training programs for the training of qualified personnel needed by enterprises, to establish take over and operate schools and educational institutions at all levels such as middle, high school, college, advanced technology institute, faculty, university and auxiliary institutions, to operate. To cooperate with the universities and domestic and international organizations that organize training programs, to support them financially and morally, and to grant scholarships to the persons identified by the donors listed in the attached list, within the framework of the foundation scholarship regulation,
- To establish, develop and support innovative and technology-based competition-oriented enterprises,
- To participate in cooperation networks and organizing conferences, seminars, fairs and meetings; to carry out all kinds of printing and publishing activities and to support all activities for this purpose,
- To develop projects and activities to ensure economic, social and cultural cooperation and unity between members of the Foundation.

Academic Units

Faculty of Engineering

Aerospace Engineering
Artificial Intelligence Engineering (Turkish)
Computer Engineering
Computer Engineering (Turkish)
Electrical and Electronics Engineering
Electrical and Electronics Engineering (Turkish)
Industrial Engineering
Industrial Engineering (Turkish)
Nanotechnology Engineering
Mechanical Engineering
Software Engineering
Software Engineering (Turkish)
Faculty of Economic and Administrative Sciences
Business Administration
Economics
International Trade and Finance
Management Informations Systems (English)
Management Information Systems (Turkish)
Marketing

Faculty of Architecture and Design

Industrial Design (Turkish)
Interior Architecture and Environmental Design (Turkish)

Vocational School of Higher Education

Biomedical Device Technology
Computer Programming
Cyber Security
Electricity
E-Commerce and Marketing
Electronic Technology
Hybrid and Electric Vehicle Technology
Logistics
Machine
Mechatronics
Unmanned Aerial Vehicle Technology and Operations
Weapon Industry Technician

Institutes

Graduate School of Engineering and Science
Graduate School of Social Sciences

Department of Foreign Languages

The Department of Common Courses

OTUSEM Continuing Education Center

Administrative Units

General Secretary
Department of Information Management
Department of Human Resources
Department of Financial Affairs
Department Of Student Affairs
Department Of Strategy Development
Department of Library and Documentation
Department of Press, Public Relations and Publicity
Department of Construction, Technical and Maintenance
Directorate of Health and Sports
Directorate of Purchasing
Directorate of International Affairs
Directorate of Career Planning, Internship Programs and Alumni Relations Legal Advisory
Legal Consultancy

About OSTIM Technical University

Application Offices

New Technologies, New Professions and Skills Office
Scientific Research Projects Coordination Office
Project Development and Management Office
New Jobs and New Skills Office
Global Partnership Office
Scientific Research Projects Coordination Office
Achievers Program

Research Centers

OSTIM Technopark
Innovation Factory
Technology Transfer Office
Academic Writing Center
Industrial Policies and Development Center
Lifelong Learning Application and Research Center
Research Guides
Ahi Evran Anatolian Entrepreneurship Research Center
Entrepreneurship, Leadership Practice and Research Center

Setting and Campus Sites

OSTIM Technical University comprises several facilities: the OSTIM Campus and Department of Foreign Languages covering 88,394 m², the Innovation and Technology Center of 6,785 m², the Car Park of 3,392 m², Sport Facilities Area and Recreation Park spanning 7,526 m², the Incubation Center of 1,932 m² new campus covering 17,302 m², Mehmet Aslan Park at 3,840 m², and Nasrettin Hoca Park at 9,677 m². OSTIM Technical University has a total area of 138,848 m². Our university is located in an industrial area in the northwest of Ankara.

Within two years, the new campus of OSTIM Technical University will be constructed on island 42710, parcel 4 in the industrial zone and will house critical structures of the university such as the Faculty of Engineering, Vocational School, and library. The total construction area of the campus was planned as 46,632.57 m² and the living area as 6,672.03 m². The campus will include 93 classrooms, 22 laboratories, 60 offices, 2 stores and a total of 4 amphitheatres (for 96 and 203 people) in order to meet modern educational needs. While the educational areas are kept wide and spacious, great importance was also given to green areas. The campus will include 10,630.19 m² of green area and 2,059 m² of terrace green area. The new campus will be constructed on island 42710, parcel 4 in the industrial zone and will house critical structures of the university such as the Faculty of Engineering, Vocational School, and library. The total construction area of the campus was planned as 46,632.57 m² and the living area as 6,672.03 m².

OSTIMTECH Sustainability Center



Mission

Our mission is to embed the United Nations' Sustainable Development Goals as a foundational principle across all dimensions of OSTIM Technical University. We aim to integrate these goals comprehensively within our educational programs, research initiatives, and institutional management to foster a sustainable, socially responsible academic environment.

Vision

Our vision is to cultivate a culture of responsibility by embedding sustainability values across every unit of OSTIM Technical University. We aspire to set a standard both locally and globally, demonstrating how integrated sustainable practices can shape educational institutions and positively impact society at large.

Our Goals

Our vision is to cultivate a culture of responsibility by embedding sustainability values across every unit of OSTIM Technical University. Our specific sustainability goals include:

- Increasing students' awareness of sustainability through curriculum-integrated courses and events.
- Designing, building, and operating a campus that minimizes its ecological footprint,
- Implementing innovative solutions for sustainable energy, transportation, water, waste, and food systems,
- Adopting diversity and tolerance as core principles within university policies,
- Supporting initiatives that promote health and well-being across campus,
- Encouraging sustainable partnerships with local and international organizations to address global challenges,

- Promoting gender equality and empowering women in academic and leadership roles.

Our sustainability report has been meticulously crafted in alignment with the United Nations' 17 Sustainable Development Goals (SDGs), which serve as a comprehensive global blueprint for a more sustainable, equitable, and prosperous future for all. Additionally, it adheres to the United Nations Global Compact's (UNGC) 10 principles. By synergizing our efforts with these internationally recognized frameworks, we aim to demonstrate our commitment to responsible business practices and contribute to a world that not only meets the needs of the present but also safeguards the well-being of future generations. This approach underscores our dedication to creating positive, lasting impacts in the spheres of social, environmental, and economic progress, in line with the broader global sustainability agenda.

Human Rights Principles

1. Businesses should support and respect the protection of internationally recognized human rights.
2. Businesses should ensure they are not complicit in human rights abuses.

Labour Principles

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Businesses should work toward the elimination of all forms of forced and compulsory labour.
5. Businesses should strive for the effective abolition of child labour.
6. Businesses should work to eliminate discrimination in respect of employment and occupation.

Budget Total	\$ 8,711,211	\$ 10,982,641	\$ 15,760,480	\$ 11,818,110
Sustainability Budget	\$ 217,827	\$ 357,244	\$ 420,034	\$ 331,701
			Percentage	2.8 %

Management Team

Prof. Dr. Birol KILKIŞ (Advisor), Assoc. Prof. Dr. Tolga ERKAN (Chief Sustainability Officer), Assoc. Prof. Dr. Tuğçe ÇELİK, Assoc. Prof. Dr. Doğuş YÜKSEL, Assist. Prof. Dr. Bora ÖÇ, Güliden AYDIN, Ali OSAN, Serpil ÖZER, Hamza Emin EKER, Beste ALPASLAN and Yeliz ÇELİK SERİNER.

Student Community

Buse Şahin, Makbule Sude Soylu, Mustafa Tulumtaş, Rabia Karslı and Sıla Bolat.

17 Sustainable Development Goals

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth - all while tackling climate change and working to preserve our oceans and forests.

The SDGs build on decades of work by countries and the UN, including the UN Department of Economic and Social Affairs. In June 1992, at the Earth Summit in Rio de Janeiro, Brazil, more than 178 countries adopted Agenda 21, a comprehensive plan of action to build a global partnership for sustainable development to improve human lives and protect the environment. Member States unanimously adopted the Millennium Declaration at the Millennium Summit in September 2000 at UN Headquarters in New York. The Summit led to the elaboration of eight Millennium Development Goals (MDGs) to reduce extreme poverty by 2015. The Johannesburg Declaration on Sustainable Development and the Plan of Implementation, adopted at the World Summit on Sustainable Development in South Africa in 2002, reaffirmed the global community's commitments to poverty eradication and the environment, and built on Agenda 21 and the Millennium Declaration by including more emphasis on multilateral partnerships.

At the United Nations Conference on Sustainable Development (Rio+20) in Rio de Janeiro, Brazil, in June 2012, Member States adopted the outcome document "The Future We Want" in which they decided, inter alia, to launch a process to develop a set of SDGs to build upon the MDGs and to establish the UN High-level Political Forum on Sustainable Development. The Rio +20 outcome also contained other measures for implementing sustainable development, including mandates for future programmes of work in development financing, small island developing states and more.

In 2013, the General Assembly set up a 30-member Open Working Group to develop a proposal on the SDGs.

In January 2015, the General Assembly began the negotiation process on the post-2015 development agenda. The process culminated in the subsequent adoption of the 2030 Agenda for Sustainable Development, with 17 SDGs at its core, at the UN Sustainable Development Summit in September 2015.

2015 was a landmark year for multilateralism and international policy shaping, with the adoption of several major agreements: Sendai Framework for Disaster Risk Reduction (March 2015), Addis Ababa Action Agenda on Financing for Development (July 2015), Transforming our world: the 2030 Agenda for Sustainable Development with its 17 SDGs was adopted at the UN Sustainable Development Summit in New York in September 2015, and Paris Agreement on Climate Change (December 2015)

Now, the annual High-level Political Forum on Sustainable Development serves as the central UN platform for the follow-up and review of the SDGs.

Today, the Division for Sustainable Development Goals (DSDG) in the United Nations Department of Economic and Social Affairs (UNDESA) provides substantive support and capacity-building for the SDGs and their related thematic issues, including water, energy, climate, oceans, urbanization, transport, science and technology, the Global Sustainable Development Report (GSDR), partnerships and Small Island Developing States. DSDG plays a key role in the evaluation of UN systemwide implementation of the 2030 Agenda and on advocacy and outreach activities relating to the SDGs. In order to make the 2030 Agenda a reality, broad ownership of the SDGs must translate into a strong commitment by all stakeholders to implement the global goals. DSDG aims to help facilitate this engagement. (Ref. United Nations, Department of Economic and Social Affairs, Sustainable Development, The 17 Goals, <https://sdgs.un.org/goals>)



No Poverty



OSTIM Technical University is committed to advancing the UN's goal of "No Poverty," a foundational step toward sustainable development, as poverty eradication is essential to building a fair and sustainable world. To support this goal, our University provides scholarships, specialized courses, and publications. These initiatives offer exceptional educational opportunities to high-achieving students from economically disadvantaged backgrounds, enabling them to develop their potential, contribute to their fields, and drive positive change within our country.

Preparations are underway to give financial literacy presentations to our university, especially to our students and all employees and their families. In this way, our students are expected to learn the importance of saving money at an early age and how to invest.

Zero Hunger



Our waste management practices align with the "Waste Management Regulation," emphasizing careful sorting, recycling, and disposal to minimize environmental impact. Food waste is prioritized, with a significant portion repurposed by our University's partners to help feed stray animals, embodying both environmental responsibility and social contribution. Waste is separated into specific categories—paper, plastic, glass, metal, household, batteries, and medical—each collected using designated equipment. Licensed recycling companies manage the recycling of packaging waste, preventing environmental harm and bolstering the recycling economy.

Good Health and Well-Being



OSTIM Technical University offers comprehensive health, psychological, and sports services to students, academic staff, and administrative personnel, reflecting our strong sense of social responsibility. The University's healthcare unit, staffed by a physician and a full-time nurse, provides essential health services, including emergency care and patient follow-up, to all community members, including subcontractors and visitors. Psychological support is readily available through online and in-person consultations with qualified psychologists. To promote physical well-being, the University maintains an indoor sports hall open to students, faculty, and staff for various activities. Through these initiatives, OSTIM Technical University strives to enhance the health and wellness of its community, fostering both physical health and social bonds and supporting a holistic, healthy lifestyle. Health infrastructure facilities for students, academics and administrative staffs' wellbeing (first aid, emergency room, clinic and certified personnel) available at OSTIM Technical University. Our Health Services Coordination; has been serving as a doctor and a

health personnel since the day our university was founded. It is responsible for giving the personnel the Annex-2 health report required by the Ministry of Labor, examining them and prescribing medicine. In addition, it is actively involved in emergency interventions. It continues to provide service with the principle of healthy individuals, healthy generations.

Psychological Counseling and Guidance services are provided within the scope of the services of our University Health, Culture and Sports Directorate. Students who want to benefit from the Psychological Counseling and Guidance Service can fill out the provided form and benefit from our service face-to-face and online on the days and hours specified below.

Tuesday 09:00-17:00

Thursday 09:00-17:00

PDR Office: Ground Floor/ Z-50

For interviews and more, you can contact havva.

Quality Education



The Core Program represents a vital initiative for delivering quality education aligned with sustainable development goals. Offered to all undergraduate students, it promotes equality by ensuring each student builds a foundational understanding of sustainable development from the outset of their studies. Beginning in their first year, students engage with the Core Program, which introduces key concepts, followed by the Project Education Model starting in the second year. This model allows students to apply their theoretical knowledge and practical skills through project-based learning, with each academic subject framed within specific, project-adapted models. From the second semester onward, students are expected to complete at least two projects per semester, gaining the knowledge and competencies needed to achieve each project's goals.

One of the unique features of our university education is that students are taught how to be entrepreneurs in relevant courses. In addition, our students have the opportunity to do internships in various companies in line with their career plans while continuing their education at our university. The courses in our curriculum that enable our students to have these competencies are GRS121 Fundamentals of Entrepreneurship, GRS122 Entrepreneurship Project, UHG152 Building the Future, ISG101 Occupational Health and Safety, IYE124 Workplace Training, IYU255 Workplace Practice I, IYU256 Workplace Practice II, IYU355 Workplace Practice III, IYU356 Workplace Experience I, IYU455 Workplace Experience II, and IYU456 Workplace Experience III.

Gender Equality



OSTIM Technical University is an institution that is not only pledging in respect of gender equality but also taking concrete steps in this context accordingly.

Gender Equity Committee: At OSTIM Technical University, our resolve to cultivate a culture of respect and equality is unwavering. The Gender Equity Committee exemplifies our dedication to fostering gender equity and ensuring an environment devoid of sexual harassment and assault. The Gender Equity Committee actively implements our comprehensive Gender Equity Plan, which outlines goals and actions to achieve gender parity in all university spheres.

Understanding Sexual Harassment and Assault: Sexual harassment encompasses any unwelcome sexual behavior, whether verbal, visual, or physical. It disrupts the ability to work and learn and creates a hostile environment. Sexual assault is a grave infringement that involves non-consensual sexual acts, ranging from unwanted touching to more severe offenses. It is not only a breach of university standards but also a criminal offense.

The Role of Consent: Consent is a conscious, voluntary agreement to engage in sexual activity. It must be clear and ongoing throughout any sexual

encounter. Consent is never implied, and the absence of resistance does not equate to consent. It cannot be granted when a person is incapacitated or coerced.

Our Mission and Gender Equity Plan: Uphold gender equity principles across campus. Address inquiries and issues concerning sexual harassment and assault. Provide immediate assistance and ongoing support to those impacted by gender-related discrimination. Navigate individuals through a transparent and sensitive reporting mechanism. Deliver preventive and educational programs that emphasize respectful conduct and equity. Organize seminars and activities that promote understanding and advocacy for gender equity.

Implementing the Gender Equity Plan: Conduct regular assessments to track progress toward gender parity. Develop targeted recruitment and retention strategies to support underrepresented groups. Review and revise policies to ensure they support gender equity. Provide training and development opportunities that advance leadership skills across all genders. Establish mentorship programs to empower individuals from diverse gender identities. Engage in community partnerships to broaden the impact of our gender equity initiatives. This Gender Equality Plan aims to identify priority



areas requiring intervention in gender equality at OSTIM Technical University and to present a set of concrete actions to be taken. The plan was initiated and is being taken forward in line with the strategies, goals and guidelines recommended by national level organizations, the European Union (EU) and the European Institute for Gender Equality (EIGE) to strengthen gender equality in higher education institutions.

Gender equality is an essential characteristic of a sustainable academic institution and therefore OSTIM Technical University is taking effective steps in this area. The plan focuses on increasing the representation of women, ensuring that female students and academic staff have access to equal opportunities, eliminating gender-based discrimination, and spreading awareness of gender equality.

The process of developing and implementing this plan requires the participation and support of all university stakeholders. Students, academic staff, administrative staff and local communities will play an important role in realizing the goals of the plan by working together on gender equality.

OSTIM Technical University hereby commits itself to comply with the principles of gender equality in all its activities without compromising on quality and proficiency. The Plan consists of three sections. The first section provides a brief overview of the national and institutional context, indicating the main laws and policies on gender equality and discrimination. The data covers the years 2020, 2021, 2022 and 2023, providing a comparative perspective. In order to systematically monitor gender equality and effectively reflect the needs of the University's staff/students, the University recognizes the need to obtain and analyze gender-related data from a wide variety of sources. The final section sets out OSTIM Technical University's gender equality objectives and key actions to be taken.

Analysis of gender-disaggregated data about OSTIM Technical University staff and students
The statistics presents an overview of the gender distribution among students across all academic units and degree levels in 2023-2024 Academic Year. Over this period, there has been a noticeable rise in the enrollment of both male and female students. However, it is important to note that male students have constituted a larger portion of the

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Gender Equality



However, it is important to note that male students have constituted a larger portion of the student body during this timeframe.

OSTIM Technical University Staff Distribution						
	Administrative Staff	Research Assistant	Lecturer	Assist. Prof. Dr.	Assoc. Prof. Dr.	Professor
Female	60	24	24	29	5	4
Male	62	24	28	60	10	30
Total	122	48	52	89	15	34

OSTIM Technical University Student Distribution	
National	4365
International	3112
Total	7477
Female	1949
Male	5528
Total	7477

Key Objectives and Areas of Action

Strengthen institutional capacity and existing mechanisms to implement and coordinate the University's gender equality policy:

- 1.To identify gender equality policies and support them with implementation strategies.
- 2.Ensure cooperation and coordination among relevant units.
- 3.Collaborate with internal and external stakeholders for training and information sharing on gender equality.

Establish formal mechanisms to monitor and evaluate gender equality:

- 1.Collect and analyze gender-based data.
- 2.Set equality indicators and establish evaluation mechanisms to monitor progress.
- 3.Conduct regular reporting and evaluation processes.

Increase the proportion of women in academic and administrative decision-making positions to ensure gender balance:

- 1.Implement incentive policies to increase opportunities for women to rise to leadership positions.
- 2.Adopt diversity policies to increase the representation of women on boards of directors, faculty administrations and other decision-making bodies.

Take steps to incorporate a gender perspective into teaching and research:

- 1.Support and encourage research focused on gender equality.
- 2.Organizing conferences, seminars and workshops on gender equality issues.

Create knowledge and raise awareness on gender equality for all units, staff and students:

- 1.Organizing training and awareness programs.
- 2.Promote knowledge sharing within the community.
- 3.Facilitate access to gender equality policies and resources.

Strengthen existing mechanisms, including grievance and support mechanisms, to prevent gender-based discrimination, sexual harassment and sexual violence:

- 1.Improve grievance mechanisms and ensure transparency.
- 2.Develop policies and procedures to prevent sexual harassment and sexual violence.
- 3.Facilitate access to and increase awareness of support services.

Clean Water and Sanitation



OSTIM Technical University has implemented multiple measures to reduce water consumption across campus. Aerator systems installed in wash-basins and taps in dormitories and administrative buildings decrease water flow, reducing water use without compromising functionality. These installations have led to significant annual water savings. Routine maintenance of water systems is a priority

to prevent leaks and ensure efficient water usage, with efficient piping systems further contributing to water conservation. Additionally, training and awareness campaigns promote sustainable water use and energy efficiency among students, academic staff, and administrative personnel, encouraging these practices in their daily lives.

Affordable and Clean Energy



Energy conservation is a key focus for OSTIM Technical University. Regular monitoring and maintenance of energy meters and leakage-sensitive fuse systems help prevent issues such as electrical leakage. The University employs an electricity technician to analyze consumption patterns, identify improvement opportunities, and develop energy-saving strategies. Recognizing the energy demand of lighting, the University has initiated the use of LED bulbs, which are more energy-efficient and longer-lasting than conventional bulbs, contributing to cost savings and a reduced envi-

ronmental footprint. Energy-efficient models are prioritized when purchasing devices, especially for energy-intensive facilities like laboratories. Renewable energy sources, including solar panels and wind turbines, support campus energy needs by supplying power for outdoor lighting. Based on recent data, total campus electricity consumption stands at 926,947.6 kWh, with 1,536 kWh sourced from renewable energy via the Wind Energy Plant.

Total energy used 926,947.6 kWh
University floor space 9.600m²
Energy usage per sqm 96.56 kWh per sqm

Decent Work and Economic Growth



OSTIM Technical University offers diverse educational opportunities to equip students with essential skills for success in the business world. Courses in business administration, economics, finance, entrepreneurship, and management provide practical knowledge, while a strong emphasis on entrepreneurship encourages students to establish their own ventures. The University supports economic growth through programs focused on entrepreneurship training, business development, and social entrepreneurship. Additionally, cooperative projects with industry strengthen the University's commitment to social responsibility, bridging academia and the business sector for mutual benefit.

Maternity and Paternity Policies

According to Article 74 of Labor Law No. 4857, female employees are granted sixteen weeks of paid leave, eight weeks before and eight weeks after childbirth. If the doctor approves, the personnel may work at the workplace until three weeks before the birth, provided a report is submitted. In this case, five weeks of unused leave shall be added to the eight weeks of postnatal leave to be used as thirteen weeks.

The personnel eight weeks away from giving birth shall apply to the relevant hospital with the appropriately dated visitation paper to be obtained from the Human Resources Department and obtain a temporary incapacity certificate. The personnel keep one copy of this document, and one copy is given to the Human Resources Department.

After the birth, the birth report of the baby is delivered to the Human Resources Department.

Administrative or academic staff who return to work after their maternity permit has ended are directed to the Social Security Institution or the Post Office after the Human Resources Department performs the necessary procedures to receive the incapacity allowance due to childbirth from the Social Security Institution.

For babies under 1 year old, one and a half hours of milk permission can be used daily.

According to 4857 numbered Labor Law Additional Article 2, Paragraph 1, the paternity leave foreseen for private sector employees within the scope of Labor Law No. 4857 is 5 days. - "The employee is granted three days paid leave in case of marriage or adoption or death of his/her parents, spouse, sibling or child, and five days paid leave in case his/her spouse gives birth."



OSTIM Technical University put into practice the project OSTIM Technopark as an essential step taken for innovation and economic development with the cooperation protocols with the municipalities, the public organizations and non-governmental organizations. As mentioned in the strategic plan, our university planned this technopark project for an extended period and made great efforts determinedly in order to put into practice this project. This technopark will not only support the establishment and development of R&D companies but also help them in respect of tax exemption advantages, office areas, and technological infrastructures. This makes it possible for our university community to operate in the field of innovation and technology development and make contributions individually and socially. OSTIM Technopark is intended to be an essential center for technology transfer and entrepreneurship. Our University leads the coordination of this project with the intention to contribute to the region's economic development and the business world's competitiveness. Further, the employment facilities to be provided to the area and the contributions to the economic growth, thanks to OSTIM Technopark has been a significant social benefit. OSTIM Technical University will continue to undertake a leading role in innovation, technology development, and economic growth with the public-private sector cooperation and the project OSTIM Technopark. This project ensures that we look at the future with hope through providing significant contributions to the university community, the region, and the country's economy.

OSTIM Ecopark Technology Development Zone was established based on Article 4 of the Technology Development Zones Law No. 4691 with the letter numbered 249 dated January 17, 2014 of the Ministry of Industry and Technology. This important step was made official with the announcement of the Council of Ministers Decision dated February 5, 2014 in the Official Gazette numbered 28962 dated April 4, 2014.

In order to effectively manage OSTIM Ecopark and carry out its activities, OSTIM Technopark Technology Development Zone Management was announced and registered in the Turkish Trade Registry Gazette dated March 3, 2015 and numbered 8770.

In order to establish the necessary infrastructure for the growth and development of the region, within

the framework of the Technology Development Zones Law No. 4691 and the relevant Implementation Regulation, the OSTIM Ecopark Technology Development Zone Additional Area was officially declared with the Decision of the Council of Ministers dated June 4, 2018 and numbered 2018/11889. This decision was published in the Official Gazette dated June 25, 2018 and numbered 30459. In addition, the Building Usage Permit for the Ostim Ecopark Technology Development Zone building was obtained on March 2, 2018.

OSTIM Technopark officially started its activities with the first lease agreement signed in November 2018 and has become an important center in the fields of technology, innovation and R&D since this date.

With the OFIM Extra-Regional Incubation Center, which was approved by the Ministry of Industry and Technology and put into operation on November 22, 2022, Ostim Teknopark expanded its area of influence and became one of the important technoparks with an extra-regional incubation center.

OSTIM Technopark: The Gateway to Industry
Ostim Teknopark, which focuses on R&D, software, design and innovation areas with its central location in Ankara and aims for continuous growth and development, offers its companies the opportunity to work in cooperation with the synergy environment it offers, while also encouraging clustering efforts.

University collaborations

Ostim Teknopark supports collaboration and qualified studies between universities and industry through its partnerships with Ankara University, Atılım University, Başkent University, Çankaya University, Hacettepe University, OSTİM Technical University and TOBB University of Economics and Technology.

PROTA Technology Production Workshop

Located in the Orange Building of OSTIM Technopark, PROTA enables prototype production and R&D studies for the entire technology ecosystem, from SMEs to entrepreneurs, from designers to students. PROTA encourages a technology-focused production culture with its rich machine park, training and mentoring support.

Wide Incubation Areas

Hosting 180 active R&D companies in its four cam-

Industry, Innovation and Infrastructure



pus, OSTIM Technopark supports the incubation periods of companies and initiatives operating in the OSTIM Organized Industrial Zone, where it is located, and contributes to the growth of the region's and the country's technology ecosystem.

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INNO:14 Acceleration Center

Ostim Teknopark supports companies to conduct their R&D studies more efficiently with INNO:14 Acceleration Center. OSTIM Technopark, which provides training, mentoring and consultancy services to companies as well as supports suitable for every sector and business volume with INNO:14, provides business development support to companies.

OSTIM Technopark aims to develop projects that keep up with the rapidly developing world of technology, as well as to create support mechanisms

suitable for the needs of ecosystem companies that produce technology and to be with its stakeholders at all stages.

OSTIM Technopark supports the needs and demands of companies operating within its organization at every stage, regardless of their size.

Please, visit the website for more information.

<https://ostimteknopark.com.tr/tr>

Security and safety facilities at our buildings:

- 1.CCTV at OSTIM Technical University.
- 2.Fire Hydrants at OSTIM Technical University.
- 3.Fire detection and alarm systems are the systems used to detect fires in the initial stage at OSTIM Technical University.
- 4.OSTIM Technical University is protected 24/7 by private security forces.

Reduced Inequalities



The "Unimpeded OSTIM Tech" Unit at OSTIM Technical University was founded to activate the academic, physical, psychological, and social life of our university's disabled students and to make the required accommodations. It is in operation today as a unit affiliated with the Rectorate.

Vision of OSTIM Technical University Disability Services is to be a university where everyone is given equitable access to education and employment possibilities, where academic/social services are actively offered, and to take an innovative and pioneering role with academic and social studies to be carried out in different disciplines.

Our mission:

To develop and disseminate appropriate physical areas within the university.

To conduct interdisciplinary research and activities to identify problems related to individuals with special needs studying at our university and to develop solution proposals.

Meeting the requirements of students with special needs; Providing appropriate consultation services to students, academic, and administrative personnel through awareness-raising programs. To ensure and support the participation of individuals with special needs in social, cultural and sports activities.

To organize conferences and symposiums on various subjects for the benefit of students with special needs.

Disability Services Administration

President- Vice Rektor Prof. Dr. Ünsal Sığırı

Coordinator- Assistant Prof. Dr. Esra Yükseltürk

Disability Services Directive

<https://www.ostimteknik.edu.tr/Content/Upload/Dosya/Mevzuat/Hkk-Taslak-Y%C3%B6nerge-Engelli%20C3%96%C4%9Frenci%20Birimi-20191219.pdf>

Disability Services Education - Training and Examination Application Directive

<https://www.ostimteknik.edu.tr/Content/Upload/Dosya/Mevzuat/Hkk-Taslak-Y%C3%B6nerge-Engelli%20C3%96%C4%9Frenci%20E%C4%9Fitim%20C3%96%C4%9Fretim%20ve%20S%C4%B1nav%20Uygulamalar%C4%B1%20Y%C3%B6nergesi-20200127.pdf>

Recommendations For Academic Staff- Click for "Recommendations for Academic Staff"

YÖK Disabled Commission Decisions : <https://engelsiz.yok.gov.tr/kararlar>

Unimpeded University Workshops : <https://engelsiz.yok.gov.tr/calistay-raporlari>

Reduced Inequalities



Awards: Unimpeded University Awards for Reduced Inequalities in 2023.



Sustainable Cities and Communities



Green campus initiatives of OSTİM Technical University is dedicated to maintaining a green campus through extensive efforts in water conservation, energy efficiency, waste management, and related areas. The University prioritizes efficient water management to ensure sustainable usage across campus. Additionally, our location near public transportation options makes it convenient for students, staff, and visitors to utilize these eco-friendly transit options. To further support sustainable commuting, we provide shuttle services for personnel, reducing reliance on individual vehicles and contributing to our goal of lowering the campus carbon footprint.

OSTİM Technical University works collaborately with OSTİM Organized Industrial Region designated recycling company and the Municipality of Yenimahalle in order to recycle all solid waste. OSTİM Technical University Sustainability Office encourages all students and university members to easily determine what they can and cannot recycle. Therefore, this recycle movement allows all types

recyclables (plastic, paper, glass, aluminum) to be placed in the same container, making it easier for the recycling process. OSTİM Technical University also supports the recycling of Electronic Waste, including batteries ink-cartridges from printers. Since, Electronic Waste items should not be disposed of in the normal trash due to their high concentrations of toxic chemicals and heavy metals.

Batteries collected at our university are sent to the Municipality of Yenimahalle battery waste collection center, where our university is located. The Municipality of Yenimahalle, Ankara, Turkey <https://www.yenimahalle.bel.tr/Icerik/-sifir-atik/16>

Our solid waste collected at our university are sent to the Municipality of Yenimahalle battery waste collection center, where our university is located. The Municipality of Yenimahalle, Ankara, Turkey <https://www.yenimahalle.bel.tr/HaberDetay/yenimahalle%E2%80%99den-geri-donusume-dev-katki/219>

Responsible Production And Consumption



OSTIM Technical University has adopted the zero-waste regulation, initiating this critical process with dedicated support and specialized equipment. Packaging waste is a key focus of the University's waste management efforts, where waste is carefully separated into categories—paper and cardboard, plastic, metal, and glass—and collected in specially designed bins. This approach allows for environmentally safe recycling and reuse, yielding impressive recycling rates.

According to data reported to the Ministry of Urban-

ization and Climate Change's Waste Management Application, the University successfully directed 830 kg of mixed packaging waste (150106) and 104 kg of vegetable waste oil (200126) to the designated company within the OSTIM Organized Industrial Zone for processing. Beyond waste sorting and equipment, the University actively promotes zero-waste practices through awareness campaigns and sustainability training, encouraging students and the wider community to embrace zero-waste principles.

Responsible Production And Consumption

TO ACTION



The energy needs in the buildings of OSTIM Technical University for both interior and exterior lighting depend on the heating & cooling and lighting groups. The energy needs are met by natural gas and electricity. Efforts are made to minimize energy consumption by controlling the temperature by using LED bulbs for the lighting and using Class A equipment for heating & cooling at the campus. OSTIM Technical University has 5 vehicles. Daily, 40 vehicles entering and exiting the university.

Additional evidence link:

<https://metroankara.com.tr/>

<https://www.ego.gov.tr/hareketsaatleri>

OSTIM Technical University has decided that students and all staff will use public transportation to and from the university campus. Our students and all staff use the OSTIM subway station and 5 different bus stops, which are at most 100 meters away from the OSTIM Technical University campus, to provide transportation effectively. OSTIM Technical University has decided not to increase the number of parking lots, and has also reduced the number of existing car parks.

Life Below Water



Our university has a unique sample with respect to sustainability and the protection of the natural environment. Strict measures are taken with respect to waste management to prevent water pollution. In addition, great importance is attached to the efficient management of the liquid waste from the laboratories. This waste is sent to the licensed disposal and recycling facilities in an attempt to minimize the environmental impacts thereof. Our university aims to raise awareness of the students and personnel about the environment through attempts including but not limited to strict waste management. Training programs and environmental projects are organized in



Life Below Water



order to raise awareness and respect for the impacts of water pollution and the protection of life on land.

Our university prefers water efficient appliances usage, including hand washing taps and toilet flush. We have treated water faucets in every floor of our campus. This is widely used by all students and university members. As photos show, treated water is widely applied in our university. This free water option also suggests healthy water without any financial concern.

OSTIM Technical University does not have any water pollution control in campus area, now. The university will move its new campus within two years. There will be a high end technology water pollution control system in the new campus.



Life on Land



We at OSTIM Technical University engage in planting operations regularly to safeguard the environment and review the green or dry lands in the university accordingly. In addition, we act in cooperation with non-governmental organizations concerning environmental sustainability-related projects and organize ecological training programs for academic staff and administrative personnel. These efforts are intended to raise awareness about the protection of life on land and natural resources. Our conservation goal covers plant, animal, and wildlife, genetic resources for food and agriculture secured in either medium or long-term conservation facilities.

Total Area on Campus Covered in Forest Vegetation (m²)

Mehmet Aslan Park: 3,840 m² & Nasrettin Hoca Park: 9,677 m²

Total area: 13,517 m²

OSTIM Tree Planting Festival I 3000 Seedlings Met with the Soil / 27 May 2023

3,000 more saplings for the OSTIM Ecosystem, OSTIM Technical University, Gazi University Technical Sciences Vocational School, OSTIM OSB Technical College and Ostim Technopark employees, academicians, families, residents and students participated in the Tree Planting Festival and 3,000 saplings were planted in the soil. #ostimosb #greentrans-

formation #afforestation #ostimtechnicuniversity #ostimtechnopark
<https://www.youtube.com/watch?v=5FJdxCiAxS0>

OSTIM Tree Planting Festival / 11 March 2024

OSTIM ORGANIZED INDUSTRIAL ZONE

#ostim #futurebreath #environment #tree #yesil-osb

500 students planted 3 thousand saplings in OSTIM

OSTIM Organized Industrial Zone Directorate organized a Tree Planting Festival with the participation of educational institutions operating in the region with the mission of protecting tomorrow's nature from today, once again showing its responsibility towards nature, and in order to transfer the importance of environmental protection and afforestation works to future generations. 3 thousand saplings were planted in the festival with the participation of 500 students from OSTIM Technical University, OSTIM OSB Technical College, Gazi University Technical Sciences OSTIM Vocational School, OSTIM Şehit Alper Zor Vocational and Technical Anatolian High School, OSTIM Primary School, OSTIM Şehit Şükrü Öngün Secondary School, OSTIM Vocational Training Center.

In addition to educational institutions, OSTIM

Life on Land



Foundation, Ostim Teknopark, OSTIM Industrial Investments and Operation Inc. executives also participated in the festival and contributed to the afforestation efforts.

OSTIM OSB Board Chairman Orhan Aydın, drew attention to the importance they give to the environment and thanked all institutions and students who contributed to the afforestation efforts. Yenimahalle District National Education Directorate

Branch Manager Erkan Tuzcu also drew attention to the importance of afforestation and instilling love for the environment in future generations. Tuzcu thanked OSTIM OSB Regional Directorate for the tree planting festival it organized.

@ostimteknikuniversitesi9646 @ostimteknopark @ostimteknoparkprota6089 @ostimosbteknikkoleji7917
<https://www.youtube.com/watch?v=1bj8ZNfc4BY>

Peace, Justice, and Strong Institutions



OSTIM Technical University is committed to fostering community leaders by educating students in values that support peace, justice, and robust institutions. We emphasize research and innovation as essential tools to understand

and address challenges in these areas. To promote peace, justice, and institutional strength, the University actively collaborates with other universities, non-governmental organizations, and international bodies.

Peace, Justice, and Strong Institutions



OSTIM Technical University is dedicated to advancing Partnerships for the Goals by engaging in collaborative efforts both within the campus community and beyond. Our initiatives include fostering industry connections, promoting community integration, and raising student awareness about sustainable development. Through partnerships with universities, research institutions, and NGOs, we create research and educational opportunities that enhance students' understanding and practical experience in sustainability.

The University also supports organizations that engage in sustainability and community awareness

initiatives. By working closely with local communities, we aim to make sustainable development accessible and inclusive for all. Furthermore, we strengthen ties with the business world through student internships, research projects, and consultancy services, thereby encouraging the integration of sustainable practices into industry. On campus, OSTIM Technical University promotes sustainability through projects aimed at increasing energy efficiency, managing waste, and reducing environmental impact. These initiatives allow students and staff to actively participate in sustainability efforts, building a campus culture that supports responsible environmental stewardship.

The World Awaits You.



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