

Istanbul Okan University is committed to providing a positive learning, working and living environment for all individuals. Sexual harassment and assault are not only a violation of rights but a criminal offense. Therefore, all members of Istanbul Okan University know and accept that no tolerance will be shown to sexual harassment under any circumstance.

### **What is the PSSH?**

PSSH is the abbreviation of Commission for Prevention and Support against Sexual Harassment which has been established in 2017.

### **What are the activities of the PSSH?**

The activities of the PSSH are: to create awareness against sexual harassment and assault; to investigate claims of sexual harassment or assault; to provide mechanisms of support (security, psychological, disciplinary procedures) for the applicants.

### **Who can apply to the PSSH?**

Any university member who would like to have information about sexual harassment and assault; any university member who suspects that he/she has been subject to or has witnessed sexual harassment.

### **What are the working principles of the PSSH?**

All applications are voluntary and PSSH undertakes to ensure the strict confidentiality and privacy of applicants.

### **How can I get in touch with PSSH?**

ctod@okan.edu.tr is the e-mail address (mails to this address can only be seen by three members of the Commission).

### **Where can I find relevant documents on PSSH?**

Istanbul Okan University aims to create awareness against sexual harassment and defines the steps to take in sexual harassment cases through the following documents:

- Principles Document for Preventing and Providing Support against Sexual Harassment
- Directive on Policies, Procedures and Measures against Sexual Harassment
- Frequently Asked Questions.

The full text of the documents can be found at the following link: [www.okan.edu.tr/ctod/](http://www.okan.edu.tr/ctod/)

### **What is sexual harassment/assault?**

Sexual harassment and assault include attitudes and behavior of a sexual nature that is non-consensual and disturbing to the other party. Sexual harassment may lead to confusion, shock and inability to make sense of the situation in the victim. Therefore, the first step of a victim, even if he/she may not be sure of the nature of the experience concerned, should be to seek assistance from a department (PSSH, Dean's Office, etc.) or a person (academic advisor, psychologist, manager, etc.) who can lead the person in the right direction.

Some cases of sexual harassment include, but are not limited to, the following:

- Verbal abuse, jokes or compliments of a sexual nature, using obscenities.
- Excessive and insistent attempts at flirting.
- Harassment with pornographic material.
- Asking questions or generating rumors about the person's sexual life.
- Discriminatory acts and speech against gender, sexual orientation.
- Stalking, threatening, frequent harassment on telephone or via electronic media.
- Explicit or implicit statements that the victim may suffer or gain advantage with regards to their professional or academic life depending on whether the person refuses or agrees to perform sexual favors.
- Non-consensual, sexual contact with another person's body as touching, grabbing, fondling or other forms of contact depending on the situation.

### **What measures and steps are available if you think that you have been subject to sexual harassment or assault?**

- You should know that you are not alone or helpless, and that Istanbul Okan University will be at your side.
- Read the Istanbul Okan University Principles Document for Preventing and Providing Support against Sexual Harassment.
- Stay away from persons or situations that may make you more susceptible to sexual harassment.
- Let the offender know clearly that their actions are undesirable and openly state "no" to sexual advances.
- Seek help from a person you trust (academic advisor, dean, manager or others).
- Contact the PSSH to receive support and learn more about your rights.
- Tell the offender that you will initiate official procedures if they fail to stop their undesirable behavior and advances.
- From the onset of events, collect and preserve any material (emails, notes, any written document, text message, etc.) that may serve as evidence.

### **What can I do to ensure that my actions do not come across as harassment?**

- Know that "no" means "no".
- Be considerate about the preferences, consent, attitude and verbal statements of others and do not make a sexual advance unless you are certain that the other party consents.
- Upon realizing or being told that an action is inappropriate, apologize. Do not dismiss or ignore the offense taken by the other party.
- Read the Istanbul Okan University Principles Document for Preventing and Providing Support against Sexual Harassment.
- Contact and get information from PSSH.

# NO TO VIOLENCE!

**Contact:**  
[ctod@okan.edu.tr](mailto:ctod@okan.edu.tr)  
[www.okan.edu.tr/ctod/](http://www.okan.edu.tr/ctod/)

## Commission for Prevention and Support against Sexual Harassment



OKAN ÜNİVERSİTESİ