



POLICY DOCUMENT REF. NO: 0005

YERELDEN KALKINMA DERNEĞİ Sexual Exploitation, Sexual Abuse, and Sexual Harassment (SEAH) Policy

Introduction: As Yerelden Kalkınma Derneği, we are committed to providing a respectful, safe, and inclusive environment for all our members, employees, volunteers, and the communities we serve. To establish and sustain such an environment, we have adopted a zero-tolerance policy against unacceptable behaviors such as harassment, threats, and bullying. This policy aims to promote respect for human dignity in all activities carried out within or in collaboration with the association and to prevent actions that contradict these values.

The association is dedicated to taking all necessary measures to ensure the safety and well-being of its members and employees and to offering an effective response mechanism in cases of violations. By adopting a proactive approach in combating harassment, threats, and bullying, we aim to prevent such behaviors through training, awareness campaigns, and support mechanisms. It is of utmost importance that this policy is embraced as a guide and a shared commitment among all stakeholders of Yerelden Kalkınma Derneği.

Purpose and Scope of the Policy: The purpose of this policy is to provide the framework necessary to prevent and effectively address harassment, threats, and bullying within Yerelden Kalkınma Derneği. It aims to offer a safe and respectful atmosphere for all individuals in the association's environment, prevent incidents of harassment, threats, or bullying, and establish an effective response mechanism when such situations arise. Our association strives to prevent these negative behaviors to ensure the highest level of well-being and safety for its members, employees, and the communities it serves.

This policy applies to all members, employees, volunteers, and communities served by Yerelden Kalkınma Derneği. It encompasses incidents of harassment, threats, and bullying that may occur during or in relation to the association's activities, events, or services. The policy will be implemented in all areas where Yerelden Kalkınma Derneği operates, in compliance with local legal regulations and international human rights standards.

Basic Principles of Politics:

1. **Zero Tolerance Policy:** A zero-tolerance approach has been adopted for harassment, threats, and bullying. Such behaviors are not permitted under any circumstances, and immediate action is taken when encountered.
2. **Awareness and Training:** The association aims to enhance the knowledge and sensitivity of all its members on issues of harassment, threats, and bullying through regular training and awareness activities.
3. **Confidentiality and Trust:** The privacy of individuals who report or experience such incidents is protected. The complaint process adheres to the principles of impartiality and fairness, ensuring a safe environment.
4. **Prompt and Effective Response:** Serious incidents are promptly addressed, and effective solutions are implemented. Victims are protected, and disciplinary procedures are initiated when necessary.
5. **Support and Assistance:** Psychological and legal support is provided to victims of harassment, threats, or bullying. Support mechanisms are effectively activated to stand by the victims.





6. **Engagement and Stakeholder Involvement:** All association members, employees, and volunteers are responsible for acting in alignment with the principles of this policy and are encouraged to take an active role in its implementation.

Definitions of Harassment, Threats and Bullying:

Harassment: Harassment refers to unwelcome, disruptive, and offensive behavior or attitudes directed at an individual. It can negatively impact a person's physical, emotional, or psychological well-being and create discomfort. Harassment takes many forms, all of which violate an individual's personal boundaries and privacy.

Examples:

- **Sexual Harassment:** An employee making inappropriate sexual jokes or attempting unwanted physical contact at the workplace.
- **Verbal Harassment:** Insulting or humiliating someone in a public setting.
- **Digital Harassment:** Sending offensive messages or making negative comments about someone on social media platforms.

Threats: Threats involve the verbal, written, or other forms of expression of intent to cause harm to an individual or group. They can instill fear and anxiety, jeopardizing a person's freedom and safety. Threats are often used to exert control or pressure over the victim.

Examples:

- **Physical Threats:** Saying something like, "I will beat you up," to intimidate someone with the intent to cause physical harm.
- **Emotional Threats:** In a relationship, telling someone, "If you leave me, I will harm myself."
- **Material Threats:** In the workplace, exerting pressure on a colleague by saying, "If you don't complete this project my way, I'll report you to the higher-ups."

Bullying: Bullying is a systematic and repetitive act of causing harm to an individual or group by exploiting a power imbalance. It can occur physically, verbally, psychologically, or digitally and often makes it difficult for the victim to defend themselves. The goal of bullying is typically to intimidate, humiliate, or exclude the victim.

Examples:

- **Physical Bullying:** A student repeatedly hitting another student or damaging their belongings at school.
- **Verbal Bullying:** An employee consistently speaking negatively about a colleague behind their back or calling them derogatory names.
- **Cyberbullying:** Posting continuous insulting or threatening messages about someone on social media platforms.

Harassment, Threats and Bullying Board

The committee was established to ensure the safety of all members, employees, and individuals acting on behalf of Yerelden Kalkınma Derneği against unlawful acts such as harassment, threats, and bullying. It consists of a total of 4 members: 3 principal and 1 alternate member. The committee members were elected by a majority vote through the Board of Directors (BoD) decision dated December 6, 2024, and numbered 16. Özlem ÖZTÜRK was elected as Chair, Hebung Ronahi DAYSAL as Vice-Chair, Helin ÇEVİRCİ as Principal Member, and Eyyüp BULUT as Alternate Member. Any changes to the committee members also require a BoD meeting decision.

Roles and Responsibilities of the Committee:

- **Policy Development:** Formulating and updating policies on harassment, threats, and bullying.





- **Implementation and Monitoring:** Ensuring the effective implementation of these policies in association activities and conducting regular audits.
- **Training and Awareness:** Providing regular training and raising awareness among association members and employees on harassment, threats, and bullying.
- **Reporting and Intervention:** Investigating reports of harassment, threats, and bullying, intervening when necessary, and ensuring support is provided to victims.

Obligations

1. **Individual Responsibility:** All members, employees, volunteers, and stakeholders must contribute to creating an environment free from harassment, threats, and bullying by ensuring safety and respect for everyone. Each individual has the responsibility to report or notify relevant authorities if they witness or experience such incidents.
2. **Association Responsibilities:** To ensure the effectiveness of the policy, it is the responsibility of the association's management and the Harassment, Threat, and Bullying Committee to conduct regular monitoring and update the policies as needed.
3. **Collaboration and Reporting:** Every individual must cooperate during the investigation and resolution of such cases and fulfill their obligation to provide accurate information. Individuals who report incidents are assured protection against retaliation during these processes.

Procedure in Case of Violation:

Reporting: Individuals who are victims of harassment, threats, or bullying should report the incident to the relevant management units or human resources as soon as possible. Members of the Harassment, Threat, and Bullying Committee are responsible for reviewing reports of policy violations, intervening when necessary, and providing support to victims. If you encounter any concerns in this regard, you can contact Yerelden Kalkınma Derneği representatives via support@yereldenkalkinma.com.

Legal Processes: If the allegations constitute a crime under the Turkish Penal Code (TCK), the victim will be informed of their legal rights. Official authorities will be notified, and legal processes will be initiated. This includes the association filing a criminal complaint and supporting the victim throughout the legal procedures.

Support and Rehabilitation: Victims will be provided with necessary psychological support and guidance services. Additionally, awareness and preventive measures will be implemented in the workplace to prevent similar incidents in the future.

Conclusion: As an association, our priority is to ensure that all our members, employees, and volunteers are in a safe environment founded on mutual respect and tolerance. Acts of harassment, threats, and bullying not only endanger individuals but also compromise the harmony and trust of the entire community. Therefore, we have a zero-tolerance policy toward such behaviors and take all necessary measures with the utmost diligence.

Through continuous training and awareness initiatives, we aim to foster knowledgeable and conscientious individuals among all our members. Handling complaints impartially and fairly, and conducting investigations transparently, reflect our core values. Our policies are regularly reviewed and updated to ensure their continued effectiveness.

Ultimately, we remain steadfast in our commitment to creating a safe, respectful, and supportive environment for everyone.



