

## **GENDER POLICY PAPER**

This text has been prepared to explain the institutional approach of the Media Research Association and the Media Research Association Commercial Enterprise to the Gender.

Media Research Association and the Commercial Enterprise guarantee that all employees have access to equal opportunities and resources, are treated equally, coexist in a peaceful environment, and that minimum standards and mechanisms based on national and international legislation are established, and are in operation.

Media Research Association and the Commercial Enterprise provide a safe and peaceful working environment for all its employees by adopting a gender equality approach in all its activities.

With this policy, the Media Research Association and the Commercial Enterprise expect its employees to adopt this commitment, work with the awareness of their responsibilities to their colleagues, and maintain a safe, egalitarian, and peaceful working environment.

Media Research Association and the Commercial Enterprise, with the principle of non-discrimination for its employees; guarantee that providing equal opportunities to all by being aware of diversity such as race, gender, color, language, religion, belief, political opinion, origin, disability, sexual orientation, gender identity, gender expression, medical condition, marital status, age.

Media Research Association and the Commercial Enterprise take gender equality into consideration in all its activities.

The Media Research Association and the Commercial Enterprise guarantee to carry out its activities with an understanding that provides the safety of its employees, respect gender-based differences and ensures that they have access to equal resources and opportunities for the development of their well-being within the framework of fundamental human rights.

The Media Research Association and the Commercial Enterprise prohibit any activity or inactivity that may cause its employees to be exposed to gender-based violence, intentionally or unintentionally, and take measures to reduce possible risks of damage.

All persons to whom this policy applies guarantees to read, understand and comply with this policy in both their professional and private lives.

For the Media Research Association and the Commercial Enterprise employees; avoiding any activity or inactivity that may lead to any form of gender-based violence, including sexual exploitation, abuse, harassment, and mobbing, is a definite condition for any cooperation. The persons in question are expected to act in accordance with the commitments and obligations of this policy.

Violation of this policy in any way will be approached as a serious matter by the Media Research Association and the Commercial Enterprise; which may result in disciplinary sanctions and/or other legal remedies, including termination of the contract.

