



KOCAELİ HEALTH AND TECHNOLOGY UNIVERSITY
INTERNATIONAL RELATIONS COORDINATOR
ERASMUS+ INCLUSION AND DIVERSITY STRATEGY DOCUMENT

The Erasmus+ Program has adopted the policies of providing equal opportunities for disadvantaged groups, supporting participants and increasing diversity between the years 2021-2027 as a priority principle. Our university, by continuing its studies in this direction, has adopted the principle of internationalization, cultural interaction, cooperation, sharing cultural richness and respect for interpersonal relations.

Our main goal is to ensure that disadvantaged individuals and all of our participants benefit from opportunities equally, and to act inclusively and transparently in line with the principles of equality, regardless of race, religion, language and political social status.

In this context, groups with the following characteristics will be able to qualify as disadvantaged individuals;

1. **Students with social disabilities**, youth who are discriminated against (because of their gender, race, religion, sexual orientation, disability or other factors), youth with poor social skills, young and/or single parents, orphans, broken families, etc. Students with low quality of life, low income, **facing financial difficulties**.
2. Düşük yaşam kalitesine sahip, düşük gelirli, **mali zorluklarla karşı karşıya kalan öğrenciler**.
3. **Students with disabilities** (i.e. people with special needs): People with mental (thinking, grasping, learning), physical, sensory or other disabilities. Students with mental (intellectual, cognitive, learning), physical, sensory or other impairments.
4. **Students with learning disabilities** – Early school leavers, young individuals with poor school performance due to a different cultural, linguistic background, etc.
5. **Students with cultural differences** – young immigrants and refugees or descendants of immigrants and refugees, young members of a national or ethnic minority, those with language and cultural integration problems, etc. youth.
6. Students with chronic health problems, **serious illnesses or mental health conditions, such as mental health conditions**.
7. **Students with geographic barriers** – youth from remote, rural areas, youth living in

surrounding areas, youth from underserved areas; people living in areas with less service (limited public transport, poor infrastructure).

The goals of our university between 2022 and 2027 in ensuring the participation of these disadvantaged groups in international exchange programs are given below:

1. To establish a transparent and inclusive policy within the institution for disadvantaged groups to benefit from exchange programs.
2. To carry out studies aimed at raising awareness among the stakeholders of the institution to the disadvantaged individuals.
3. Developing our corporate culture in the context of inclusion and commitment to diversity.
4. To carry out dissemination activities such as educational activities (such as seminars, conferences, brochures, etc.) necessary for disadvantaged individuals to participate in internationalization activities.
5. To facilitate access to disadvantaged groups by getting support from the relevant units of our university (Department of Health, Culture and Sports, Disabled Student Unit, etc.).

In order to achieve these goals, the following items will be carried out within our university between 2022 and 2027;

1. Giving additional points to give priority to individuals identified as disadvantaged groups in the priorities in the evaluation process while determining the participants for the projects.
2. In inter-institutional visits, physical, social and emotional support is evaluated face-to-face, especially in line with the needs of disadvantaged groups, and providing material and moral support when necessary.
3. Continuously updating the availability of access to online announcements and applications (Erasmus Mobile App, University Application System, Online Learning Agreement, Digital Erasmus, European Student Card).
4. Providing financial support in case of need and demand by establishing a mentoring system to support disadvantaged individuals.
5. It is to include different supporting elements such as extending the exam period, increasing the number of exams, changing the way of evaluation, holding the exams separately, changing the exam class in case of need for disadvantaged individuals.

With the Inclusion and Increasing Diversity Strategy implemented by our school in line with the Erasmus + Handbook, the fact that all our students and academic staff have different cultures has assumed an integrative role within the scope of our university's values. We emphasize that it is important to turn differences and similarities into opportunities, to be aware of differences seen as obstacles and to develop policies towards them. We believe that as collective experiences develop, common values will emerge and a culture of living together will emerge accordingly.

Kocaeli Health and Technology University
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