



WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

As TIARA HOTEL &SPA family, we attach importance to gender equality and women's rights. What is Gender Equality?

- Gender equality means that individuals of different genders have equal rights. In other words, it means that both sexes participate equally in all public and private spheres of life and have an equal level of pattern in these areas. Both sexes are equal as "human beings" in terms of rights, disabilities and responsibilities.

- In order to better understand the concept of gender, we need to deal with the concepts of equality, difference, and discrimination.

- Discrimination refers to the discrimination and conscious (and sometimes procrastinated) removal, exclusion or isolation of a particular group from the rest of society because of its innate or acquired cultural characteristics or differences.

- Although it is thought that discrimination practices are not common in daily life, discrimination is usually a very common situation. If discrimination is based on gender, we can define it as "gender discrimination (sexism)". Sexism is the assumption that one sex is superior to the other and that it is hierarchically superior,

- There are differences at the heart of discrimination. For this reason, it is useful to examine the concepts of equality and difference. Most living things exist with their own intrinsic characteristics and express themselves with these characteristics. Not all human beings, nor all men or women, are the same.

- "To be equal, it is not necessary to be the same". Equality means being able to equalize people despite all their differences, and being equal by preserving differences

- Positive discrimination;

- As a special measure, in the short term, in cases where it is impossible to achieve equality in conditions, it is the implementation and policies aimed at those who are in a disadvantaged position. The drying of social relations, the unquestioning adoption of habits and customs, often precludes the recognition of discriminatory behavior or conformity. In many cases, discrimination is taken as "natural". Every society has internalized and in a sense normalized many different forms of discrimination. Such discrimination is preceded by discrimination against women and girls from birth for almost all societies.



As TIARA HOTEL &SPA family; We offer health, welfare and safety to all our employees equally, regardless of gender.

What are women's rights?

. Women's rights are rights that represent equality and disability. The most fundamental right of women is to be born with a disability and to have equal rights with men. In addition, every woman has the right to express her ideas and thoughts in an apologetic way. These rights are the fundamental rights of every woman. The protection of fundamental rights is easy in conscious societies. Because women and men must have equal rights. Otherwise, discrimination arises in society.

Fundamental Women's Rights in Articles

a) Women are born with disabilities and the rights that men have are also available to women. should be given. In other words, men and women have equal rights.b) Women have the right to disability, property and security. This right is for women and It is one of the equal rights for men. Every political association or organization must protect this right.c) The essence of the third of the state is the elimination of men and women. Women in this sense

It is quite valuable. In order for the state to remain tripartite, the value given to men should be given to women.d) The right to property is provided equally for both sexes.e) There is equality between men and women in the payment of data.f) Women and men are equally responsible for the continuation of the state.) Women have the right to express their ideas and opinions apologetically. Woman

It is known that this right is very important among the rights. Because every individual should have a disability of opinion. Otherwise, women speak out in the face of oppression



they can't take it off. However, freedom of expression and opinion shows that women are important.h) Women will live according to the law. That is, as in men.

Women also have a justice system before the law. In order to be fair, men and women benefit from the same law. I) A woman has the right to marry whomever she wants. Pressure on this issue

or violence. In other words, the forced marriage of a woman is prohibited by law. One of the most fundamental rights of a woman is to marry whoever she wants. The opinion to be considered in this regard is the opinion of the woman.i) The woman has the right to equal inheritance. In the case of inheritance, men and women are different they do not have rights. In other words, the rights of the woman are protected in terms of inheritance.j) The woman has the right to refuse sexual intercourse within marriage. This

Oppressing women is considered a crime. The most fundamental right of a woman is to act with her will. It is not possible to make a woman do something she does not want.k) Women also have the right to vote and be elected. Therefore, every part of the state

It is possible for women to take part in the ranks. This right is a very fair right. After all, every individual has the right to vote and be elected. It is wrong to discriminate between men and women in this regard.l) Women also have the right to education. Every woman benefits equally from education

m) One of the fundamental rights of women is the right to work. A woman is in any job she wants

has the right to work. Therefore, it is possible to come across female employees in every business sector.



As TIARA HOTEL &SPA family; We support the participation of female personnel in all our departments and offer equal opportunities. We make our task distributions by summarizing equality. We provide an environment where all our staff can benefit from career opportunities equally. With our education policies, we attach importance to the participation of women and increasing awareness. We support our female personnel to be in the management of the company and offer equal opportunities.

We do not allow women to be subjected to abuse, harassment, discrimination, suppression, coercion, slander, etc. We are always aware of the value they add to the world and our institution and support their assets.