

**BY-LAW ON THE PRINCIPLES AND PROCEDURES FOR THE
IMPLEMENTATION OF LAW ON THE HUMAN RIGHTS AND EQUALITY
INSTITUTION OF TRKİYE**



BY-LAW

From the Human Rights and Equality Institution of Türkiye:

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CHAPTER ONE

Objective, Scope, Basis and Definitions

Objective

ARTICLE 1 - (1) The purpose of this By-law is to regulate the principles and procedures related to; the professional and ethical principles to be followed by the personnel of the Institution, the formation of Committees and Chambers, the working principles, the working procedures and principles of the Board and other matters, applications to the Institution and examination procedures, applications not to be processed, types of decisions to be given by the Institution including justified inadmissibility decisions and other procedures and principles regarding the application, and the qualifications and working principles of those who will serve as expert witnesses together with the establishment of the Consultative Commission, Consultation Meetings to be held in the centre and provinces, National Preventive Mechanism, announced or unannounced visits to places where persons deprived of liberty or protected, examination and conclusion of applications of persons deprived of their liberty or protected and the procedures and principles on human rights and anti-discrimination training to be provided by the personnel of the Institution, or by human rights and anti-discrimination trainers.

Scope

ARTICLE 2 – (1) This By-law includes;

a) The professional and ethical principles to be observed by the members of the Board and the personnel of the Institution, the formation of the Committees and Chambers specified in Article 12 of the Law, the working principles, the working procedures and principles of the Board and other matters,

b) Applications to the Institution and their examination procedures and the applications not to be processed, the types of decisions to be given by the Institution, including justified inadmissibility decisions and other procedures and principles regarding the application,

c) The qualifications and working principles of the expert witnesses appointed by the Head or the Board,

ç) Procedures and principles related to the establishment of a consultative commission in accordance with Article 22 of the Law and the organization of a consultative meeting by the Institution in the centre and provinces,

d) Procedures and principles of the National Preventive Mechanism for announced or unannounced visits to places where the persons deprived of their liberty or protected, and examination and conclusion of the applications of persons deprived of their liberty or protected,

e) Procedures and principles regarding the training of human rights and anti-discrimination to be provided by the personnel of the Institution or by human rights and anti-discrimination trainers,

Basis

ARTICLE 3 - (1) This By-law is prepared on the basis of the twelfth paragraph of Article 12 the ninth paragraph of Article 17, first paragraph of Article 20, the third paragraph of Article 22, the first paragraph of Article 26, and the first paragraph of Article 27 in 04/06/2016 dated and 6701 numbered Law on Human Rights and Equality Institution of Türkiye.

Definitions

ARTICLE 4 - (1) The definitions in this By-law refer to:

a) Detention: The condition of the deprivation of liberty within the framework of an instruction, procedure, consent or approval of a public administration or a judicial decision,

b) Place of detention: Any place of open, closed, temporary, permanent and similar nature in which persons who are deprived or may be deprived of their liberty within the framework of the instruction, procedure, consent or approval of a public administration or a judicial decision,

c) Segregation: The condition of the persons being separated from the others as a result of an action or inaction due to one or more of the foundations listed in the Law,

ç) Instruction to Discriminate: An instruction to discriminate against a person authorized by a person to carry out actions and transactions on his / her own behalf or account, or to discriminate against other persons by a public official,

d) Press organizations: Electronic or printed press organs such as radio, television, newspapers, magazines,

e) The Head: The Head of the Human Rights and Equality Institution of Türkiye,

f) Application: Applications for non-discrimination violations and applications of persons deprived of their liberty or protected within the scope of National Preventive Mechanism,

g) Applicant: natural or legal persons claiming to be harmed by violation of non-discrimination and persons deprived of their liberty or protected,

ğ) Expert witness: A real or private legal person who is consulted by the Head or the Board for the payment of the fee from the budget of the Institution for the issues that are examined and researched by the Institution and which require advanced technical and financial expertise,

h) Multiple discrimination: A discriminatory practise based on more than one grounds of discrimination,

ı) Direct discrimination: Any different treatment that prevents or makes it difficult for a natural or legal person to enjoy equal access to legally recognized rights and freedoms in comparison to those comparable,

i) Indirect discrimination: The placing of a natural or legal person in a disadvantageous position which cannot be objectively justified in terms of benefiting from legally recognized rights and freedoms as a result of all seemingly non-discriminatory actions, transactions and practices, in connection with the grounds of discrimination enumerated in the Law,

j) Person with disabilities: An individual affected by attitudes and environmental conditions restricting his/her full and effective participation in the society in equal conditions with other individuals due to varying degrees of loss of physical, mental, psychological and sensory abilities,

k) Applications having the characteristics of abuse of right: Deliberately relying on non-material facts or submitting documents of this nature in order to mislead the Institution, failure to provide information on an element which is essential to the

evaluation of the application, preventing the formation of a correct opinion about the application by not informing the Institution about the new and important developments that took place during the evaluation of the application and that will affect the said evaluation,, and applications that are in the nature of using an insulting, threatening or provocative style that is incompatible with the purpose of the application without prejudice to the limits of civil and legitimate criticism,

l) Related party: Public institutions and organizations, public professional organizations, natural persons and private law legal entities that are applied against the application alleged to be contrary to the Law before applying to the Institution,

m) Mobbing: Deliberate actions intended for alienating, excluding and putting-off a person from his/her job on grounds of discrimination cited in this Law,

n) Public institutions and organizations: public administrations within the scope of central administration and social security institutions, local administrations, joint-stock companies established by private laws that have direct or indirect public shares in their capital, other public administrations, affiliated to these administrations or all kinds of administrations, institutions, organizations, unions, enterprises and companies that they are indirectly partners in,

o) Public Officer: A person who participates in the execution of public services by appointment or election, or in any way, permanently, temporarily,

ö) Law: 04/06/2016 dated and 6701 numbered Law on the Human Rights and Equality Institution of Türkiye

p) Board: Board of Human Rights and Equality Institution of Türkiye,

r) Institution: Human Rights and Equality Institution of Türkiye,

s) Personnel of the Institution: Other staff who are not members of the Board of Human Rights and Equality Institution of Türkiye,

ş) Board members: Members of the Board of Human Rights and Equality Institution of Türkiye,

t) Reasonable Accommodation: Proportional, necessary and appropriate modifications and measures taken to the extent allowed by financial means and needed in a given circumstance to enable the disabled to fully exercise and benefit from their rights and freedoms and in an equally manner to other individuals,

u) Headquarter: The Headquarter of Human Rights and the Equality Institution of Türkiye,

ü) Negotiation: The cover letter of the report submitted to the Board by the Head about the applications and investigations which could not be concluded by conciliation,

v) Subcommittee on Prevention: The United Nations Subcommittee on the Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment,

y) Deprivation of liberty: The detention or imprisonment of a person in any form, or the placing of a public / private or private detention where a person is not allowed to leave the place of detention at any time upon the order of any judicial, administrative or other authority,

z) Non-governmental organizations: Non-profit organizations such as chambers, trade unions, foundations and associations, working independently and operating outside the public institutions and organizations, lobbying for political, social, cultural, legal and environmental purposes, working with persuasion and actions,

aa) Harassment: Any intimidating, degrading, humiliating or embarrassing behaviour on the basis of one of the grounds enumerated in the Law, including its psychological and sexual forms, for the purpose or violation of human dignity,

bb) National Preventive Mechanism: The system put in place to carry out regular visits to places where persons are deprived of their liberty within the framework of the Optional Protocol to the United Nations Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment,

cc) Practical Work Experience: Development of knowledge, skills and professional habits required by a profession concurrently with a training or at work after the training,

çç) Assistant Expert: Assistant Expert on Human Rights and Equality ,

dd) Expert: Human Rights and Equality Expert,

ee) Discrimination Based on an Assumed Ground: Instances where a natural person or legal person who, although not really bearing one of the grounds of discrimination cited in this Law, is subject to a discriminatory treatment in terms of exercise of legally recognized rights and freedoms based on the assumption that s/he bears one of these grounds.

ff) Higher Education Institutions: The universities and high technology institutes established by the State or Foundations in accordance with the provisions of Law No. 2547 and the faculties, institutes, colleges, conservatories, vocational schools and research practice centers within these institutions,

gg) Visit: Regular preventive visits, informed or unannounced, to places where people are deprived of liberty or protected by human rights and equality experts, human rights and equality expert assistants and other Institution personnel and independent natural persons assigned by the Head.

CHAPTER TWO

Professional and Ethical Principles to be Complied with by Head, Board Members and Institution Personnel

Independence and impartiality

ARTICLE 5 - (1) The Head, the members and the personnel of the institution shall perform their duties in a sense of full impartiality, honesty, legality, fairness and justice. Human rights and Equality Institution of Türkiye independently performs and uses the duties and powers given by the Law on the Human rights and Equality Institution of Türkiye under its own responsibility. No body, authority, office or individual shall give orders nor instructions nor recommendations or suggestions to the Board on matters falling under its mandate.

(2) While performing their duties and benefiting from services, the Head and the members and the personnel of the institution shall not discriminate directly or indirectly on the ground of sex, race, color, language, religion, belief, sect, philosophical and political opinion, ethnic origin, wealth, birth, marital status, health status, disability and age. They shall not engage in or act in violation of or restrictive treatment of human rights and freedoms and prevent equality of opportunity. They shall not engage in treatment that violate or restrict human rights and freedoms and behaviors and practices that prevent equal opportunity.

(3) The Head and members cannot participate in debates and voting sessions involving themselves, their spouses – even if the bond of marriage has been broken- blood relations up to and including third degree relations including adopted children and relations by marriage up to and including second degree, or in which they have a personal interest. Any such situation shall also be specified in the decision text.

Respectability and trust

ARTICLE 6 - (1) The Head and members and the personnel of the Institution shall act in a manner to provide trust to the Institution and the Board and demonstrate that they are worthy of the reputation and trust required by the duty. They refrain from engaging in behaviour that undermines the public's sense of trust in the Institution and Board services, creates suspicion and undermines the principle of justice.

(2) The Head, the members and the personnel of the institution shall act in accordance with the service requirements with the awareness that the service to the public

is a duty above all personal or private interests, shall not treat badly the beneficiaries of the service, neglect the business, apply double standards or take sides.

(3) The Head, the members and the personnel of the Institution shall not engage in arbitrary behaviour, oppression, insult and threatening practices, prepare reports that are not based on clear and conclusive evidence, request services, opportunities or similar interests for themselves in contradiction with the legislation and shall not accept those presented even if they not to demand.

Public service and public service awareness

ARTICLE 7 - (1) The Head, the members and the personnel of the institution ground on continuous development, participation, transparency, impartiality, honesty, pursuing the public interest, accountability, predictability and confidence in the declaration in fulfilling the tasks given by the the Law on the Human Rights and Equality Institution of Türkiye.

(2) The Head, the members, and the personnel of the institutions, aim to facilitate the daily life of the people, to meet their needs in the most effective, fast and efficient manner, to increase the quality of service, to increase the satisfaction of the people, to be focused on the needs of the beneficiaries and the results of the services in fulfilling the tasks given by the Law on the Human Rights and Equality Institution of Türkiye.

Prohibition of receiving gifts, not to use duties and powers for the purpose of deriving benefits

ARTICLE 8 - (1) The Head, the members, and the personnel of the institution shall not benefit and mediate in favor of themselves, their relatives or third persons by using their duties, titles and powers. They cannot engage in favouritism towards close spouses, friends and fellow townsmen, political favouritism or discrimination or favouritism for any reason.

(2) The Head, the members, and the personnel of the institution cannot disclose confidential information belonging to the public, the applicant, the related party and third parties, personal data, confidential information regarding the Institution, trade secrets and their documents, obtained during the performance of their duties for the benefit of themselves or third parties and cannot share with anyone but legally authorized authority. This obligation continues even after the resignation.

(3) The Head, the members, and the personnel of the institution shall not receive any gifts or benefits directly or through intermediaries for themselves, their relatives or third persons or organizations from real or legal persons who have a business, service or interest relationship related to the task they carry out.

Declaration of assets

ARTICLE 9 - (1) The Head and members and the personnel of the institution notify the competent authority on the movable and immovable, receivables and debts of , themselves, their spouses and children under their custody in accordance with the provisions of the 19/4/1990 dated and 3628 numbered Law on Anti-Bribery and Corruption.

Other ethical principles

ARTICLE 10 - (1) The Head, the members, and the personnel of the Institution shall not use and make use of the buildings and vehicles of the Institution and other public properties and resources except for public purposes and service requirements, protect them and take the necessary measures to keep them ready for service at any time.

(2) The Head, members, and personnel of the Institution shall avoid waste and extravagance in the use of the Institution's buildings and vehicles and other public properties and resources; they act effectively, efficiently and frugally when using working time, public properties, resources, labour and possibilities.

(3) The Head, members, and personnel of the Institution may not make binding statements, commitments, promises or initiatives that exceed their powers while performing their duties and may not make deceptive and unreal statements.

(4) The Head, members, and personnel of the Institution shall assist the public in exercising their right to information. If requested by natural and legal persons, they shall submit the required information or documents duly, except for the exceptions set out in the Law on the Right to Information No.4982 dated 9/10/2003.

CHAPTER THREE

Working Principles and Procedures of the Board and Other Matters

First meeting of the Board

ARTICLE 11 - (Amended: OG—30/01/2026—33153)

(1). In accordance with the second paragraph of Article 10 of the Law, at the beginning of the first meeting to be held following the publication of their election in the Official Gazette, members of the Board shall take the following oath: “I swear on my honor and integrity that I will perform my duties with complete impartiality, honesty, fairness, and justice.”

The Board meetings

ARTICLE 12 - (1) The Board shall convene ordinarily upon the call of the Deputy Head in the absence of the Head. Call to the meeting is made in writing by the Presidency.

(2) Where at least five members, other than the Head, jointly request it, the Board shall be convened immediately by the Head to meet within five days.

(3) The agenda of the Board meetings shall be determined by the Head. Meetings may also be held outside the headquarters.

(4) Except the members who are on the leave, those who have an excuse shall notify the Presidency in writing. The members of the Board shall use their annual leave without causing any inconvenience in terms of the quorum of the meeting

(5) Assignments abroad shall be applied after the Board Decision is taken.

Meeting Venue

ARTICLE 13 - (1) It is essential that the Board convenes at the Headquarters of the Institution. The Board may also hold meetings outside the headquarters of the Institution upon the decision of the Board.

Meeting agenda and announcement

ARTICLE 14 - (1) The agenda of the meeting shall be prepared by the Head and notified to the Board members at least three days before the meeting.

(2) In order for a new item to be added to the agenda, a member must propose it during the meeting, and the proposed item must be approved by the Board.

Chairing the Board meetings

ARTICLE 15 - (1) The Head shall chair the Board meetings and in the absence of him/her, the Deputy Head shall chair the Board meetings.

Termination of the Board Membership

ARTICLE 16 - (1) The Head, Deputy Head and the members cannot be dismissed from the office for any reason before their term expires. However, in cases where the Board determines that the member;

- a) has lost or never fulfilled the eligibility criteria for membership,
- b) failure of the signing of the Board decisions in due time.
- c) has not attended five Board meetings in total during a calendar year without a justifications acceptable to the Board,
- c) is certified by a medical board as incapable to work due to heavy illness disability,
- d) is definitely convicted of an offence committed as part of his function,
- e) has had more than three months of temporary incapability to work,

f) has been convicted of an offence mentioned in the Law no 657, Article 48, paragraph one, sub-paragraph (A), sub-section (5) and has started to serve his sentence, his or her membership shall be terminated upon the approval of the Prime Minister or the minister to be appointed.

Quorum for meetings and decisions of the Board

ARTICLE 17 - (1) The Board shall convene with at least seven members and take decisions with the votes of at least six members in the same direction. Abstentions cannot be cast in decisions.

Negotiations and management

ARTICLE 18 - (1) The Head shall manage the meetings and shall ensure the order of the Board. In the absence of the Head, the meetings of the Board shall be conducted by the Deputy Head.

(2) In the Board meetings, the application file is explained in detail by the relevant service unit coordinator, expert and / or assistant experts in order of agenda. If the Board deems necessary, relevant Vice Head shall attend the meeting.

(3) The Head grants the floor to members who have requested to speak on the matter, in the order in which they requested it, in order for them to express their opinions.

(4) Based on the results of the vote, the meeting proceeds to the review of the draft decision. The Head asks the members to indicate any proposed amendments, specifying the page and paragraph number, if any. These proposals are voted by the Board. The text adopted in accordance with the decision of the Board shall be sent to the relevant expert or assistant expert for the necessary correction procedures. After the corrections are made, the decision taken shall be submitted for the signature of the members of the Board.

Confidentiality of negotiations

ARTICLE 19 - (1) Unless otherwise agreed, negotiations at the Board meetings are confidential.

(2) In case of need, the applicant and the related party may be invited to the Board meeting to benefit from their opinions. However, the decisions of the Board cannot be taken alongside the external participants.

Preparation of minutes and writing the Board decisions

ARTICLE 20 - (1) Board decisions shall be recorded in a minute, and the decision minute shall be signed by all attending members either during the meeting or within maximum five working days following the meeting to be finalized. The reasoning of the decisions and the reasoning of the dissident vote if any shall be drawn up within at latest fifteen working days following the date of the meeting. When necessary, such period may be extended by the Board

Issues to be included in the decisions

ARTICLE 21 - (1) Board decisions shall include the following:

- a) Date and number of the meeting in which the decision was taken.
- b) Decision sequence number.
- c) The names and surnames of the Board members who attended and did not participate in the meeting and the reasons for not attending.
- c) Names and surnames of the members who have voted against, and the reasons for the dissident votes.

Notification of the decisions of the Board to the applicant and the related party

ARTICLE 22 - (1) The decisions of the Board shall be sent to the Applicant and the related Party within five working days at the latest from the date of its finalization.

(2) The notification of the Board decisions shall be provided by the Head.

(3) Board decisions shall indicate the legal remedies available to the concerned persons against these decisions, together with their time limits **Announcement of Board decisions to the public**

ARTICLE 23 - (1) Where deemed necessary, the decisions of the Board may be made public by the Head by appropriate means, subject to the principle of confidentiality of personal data.

CHAPTER FOUR

Working Areas of the Institution, Formation of Committees and Chambers Working Procedures and Principles

Working areas of the Institution

ARTICLE 24 - (1) The working areas of the Institution shall consist of the following:

a) Working to protect and promote human rights, prevent discrimination and remedy violations.

b) Raising public awareness on human rights and non-discrimination through providing information and education including by use of mass media.

c) Contributing to the preparation of the parts of the curriculum of the Ministry of National Education relating to human rights and non-discrimination.

c) Carrying out joint activities with universities with a view to protecting human rights, eliminating discrimination and promoting an understanding of equality in society, contributing to the establishment of human rights and equality-related departments at universities in coordination with the Council of Higher Education and to determining the curriculum for human rights and equality education.

d) Contributing to the development of principles of pre-service and in-service human rights and equality trainings of public institutions and agencies and to the delivery of such training programs.

e) Following and assessing development of legislation on issues falling under its mandate and submitting its opinions and proposals thereon to relevant authorities.

f) Inquiring into, examining, taking a final decision on and monitoring the results of violations of human rights - ex officio.

g) Inquiring into, examining, taking a final decision on and monitoring the violations of non-discrimination principle – ex officio or upon an application

ğ) Guiding persons applying to the Institution based on a claim of being victim of an alleged violation of non-discrimination principle about administrative and legal remedies they may seek to remedy the violation and helping them to follow their applications.

h) Fighting against torture and ill-treatment and taking actions for this purpose.

1) Acting as the National Preventive Mechanism within the framework of the provisions of the Optional Protocol to the United Nations Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.

i) Inquiring into, examining, taking a final decision on and monitoring the results of applications filed by persons deprived of their liberty or placed under protection falling into the scope of the National Preventive Mechanism.

j) Undertaking regular visits, with or without prior notice, to places where those deprived of their liberties or those under protection are held; delivering the reports related to such visits to relevant agencies and organizations, and disclosing such report to the public when considered necessary by the Board; examining and evaluating the reports regarding visits made to such places by boards/ committees that monitor prisons and detention houses, provincial and sub-provincial human rights boards and other relevant individuals, agencies and organizations.

k) Preparing annual reports related to the protection and promotion of human rights, fight against torture and ill-treatment and fight against discrimination which will be

submitted to the President of the Republic of Türkiye, Bureau of the Grand National Assembly of Türkiye and the Prime Ministry.

l) Providing information to the public opinion, publishing special reports on matters falling under its mandate in addition to regular annual reports when deemed necessary.

m) Following and assessing international developments in areas of human rights and non-discrimination, cooperating with international organizations working in the field within the framework of relevant legislation.

n) Cooperating with public institutions and agencies, non-governmental organizations, professional organizations and universities working in the field of protection of human rights and fight against discrimination

o) Supporting other institutions in their work for prevention of discrimination.

ö) Monitoring the implementation of international human rights conventions to which Türkiye is a party to. Submitting opinions during the process of preparation of the reports which the State is under the obligation to submit to review, monitoring and supervisory mechanisms established by these conventions, by also making use of relevant nongovernmental organizations; and participating in the international meetings where such reports are to be submitted, via sending a delegate.

p) Carrying out other tasks given by the law.**Formation and working procedure of committees**

ARTICLE 25 - (1) Three-member committees may be established for each field of activity, if deemed necessary by the Board, in the face of the workload that may arise due to the duties of the Institution.

(2) In which work fields, committees shall be established and which Board members shall serve in these committees shall be determined by the Board.

(3) In the event of any vacancy in the membership of the Committee, the new member to be elected by the Board shall replace the other member.

(4) The Committee shall elect a head among its members.

(5) Committees may also benefit from experts and related persons in their work.

(6) Committees shall hold their meetings before the meeting date of the Board. The works carried out by the committees are reported. Decisions that are reported are submitted to the Board. With the submission of the report prepared by the Committee to the Board, the duty of the Committee shall be terminated unless the Board decides otherwise.

Formation of Chambers

ARTICLE 26 - (1) Five-member Chambers may be established to discuss and finalize the applications, if deemed necessary by the Board, in order to enable the Board to be flexible in the face of the workload that may arise due to the duties of the Institution.

(2) The members to be employed in the Chambers shall be determined by the Board by taking into consideration the areas of expertise and the principles of balanced distribution among the Chambers.

(3) At the request of the member concerned or at the suggestion of one of the other members, the Board may decide to amend the members' Chambers.

(4) The Head shall be the ex officio member of the Chambers

Duties and powers of the Chambers

ARTICLE 27 - (1) The Chambers;

a) Discuss and conclude the matters referred by the Presidency.

b) may decide not to examine the applications; in case it is determined that it does not meet any of the conditions stated in Article 48 except subparagraph e.

(2) If a decision of one of the Chambers regarding a pending application is in contradiction with a previous decision of the Chambers or the Board, or if it is deemed necessary by the Board to decide the nature of the matter, it may withdraw from the file. In this case, the Head shall forward the application to the Board.

Working principles of Chambers

ARTICLE 28 - (1) The Chambers shall convene with the full number of members. Decisions taken by the majority.

(2) The meeting schedule and agenda of the Chambers shall be prepared by the Head and notified to the members of the Chambers at least three days before the meeting. (2) In order to add new items to the agenda, one of the members must make a proposal and the proposed article should be accepted by the Chamber.

(3) The decisions of the Chamber shall be determined in minutes and the minutes of the decision shall be signed and completed by all the members participating in the meeting during the meeting or at the latest within five working days following the meeting. The reasons and the reasons for the dissident votes, if any, shall be written within fifteen working days at the latest after the meeting date. If necessary, this period may be extended by the Chamber.

(4) Head and members; they shall not participate in meetings and voting on matters related to themselves, their spouses, even if their marriage is over, adoptions and blood relatives up to third degree including third degree, or relatives of relatives up to second degree including second degree or on the matters within their personal interest. This is stated separately in the decision text.

(5) Unless otherwise agreed, negotiations at the Chamber meetings are confidential.

(6) In case of need, the applicant and the related party may be invited to the Chamber meeting to benefit from their opinions. However, the decisions of the Board cannot be taken alongside the external participants.

(7) The decisions of the Chamber shall be sent to the applicant and the related Party within five working days at the latest from the date of its completion. (3) In the decisions of the Chamber, the legal means which the persons concerned may apply against these decisions shall be indicated together with their term.

(8) Where deemed necessary, the decisions of the Chamber may be made public by appropriate means, subject to the principle of confidentiality of personal data.

Interview procedure of the Chambers

ARTICLE 29 - (1) In the meetings of the Chamber, the application file is explained in detail by the relevant service unit coordinator and the relevant expert or assistant expert in order of the agenda.

(2) The Head promises to the members who wish to make a statement on the issue in order of expressing their opinions. Following the completion of the negotiations, a decision shall be taken by starting from the member to the right of the Head in the order of sitting. This situation shall be determined by the Head in a minute.

(3) According to the voting result, the draft of the decision shall be examined. The Head asks the members to indicate any proposed amendments, specifying the page and paragraph number, if any. These recommendations are voted on by the members of the Chamber. The text adopted in accordance with the decision taken by the members of the Chamber is sent to the Presidency for the necessary correction procedures. After the corrections are made, the decision is submitted to the members of the Chamber for signature.

CHAPTER FIVE

The applications

Right of application

ARTICLE 30 - (1) Public institutions and agencies, professional bodies with public institution status, natural persons and legal persons established under private law providing services of education and training, judiciary, law enforcement, health, transportation, communication, social security, social services, social assistance, sports, accommodation, culture, tourism and similar services; any natural or legal person who has

benefited or applied for, or has requested information about the services, have the right to apply to the Institution with alleged damages due to non-discrimination violation.

(2) The effective use of the right of application shall not be prevented in any way.

Subject of the application

ARTICLE 31 - (1) application subject covers violations of non-discrimination based on the grounds of sex, race, colour, language, religion, belief, sect, philosophical and political opinion, ethnic origin, wealth, birth, marital status, health status, disability and age within the Law on the Human Rights and Equality Institution of Türkiye.

No fee for applications

ARTICLE 32 - (1) No fee shall be charged to natural and legal persons applying to the Institution with the claim that they have suffered from violation of the prohibition of discrimination.

Language for application

ARTICLE 33 - (1) Application is made with a Turkish petition. However, the Applicant's application in another language in which s/he can express herself/himself better may be accepted by the Institution if it is found to be justified and reasonable.

Where to apply

ARTICLE 34 - (1) Application petitions may be submitted to the Institution or to the offices established by the Institution where necessary, or may be sent by post, electronic mail or fax.

(2) Applications may be made through the electronic system established by the Institution.

(3) In addition, applications can be made through governorates in provinces and sub-provincial governorates in sub-provinces. The governor's office or sub-provincial governor's office sends the application directly to the Institution within three working days at the latest with the annexes, if any.

(4) The original of the petition of the applications made by fax or electronic mail is not considered valid unless it is sent to the Institution within fifteen days. This condition is not required for applications made by registered e-mail.

Application procedure

ARTICLE 35 - (1) Application is made by filling in the Application Form for Natural Persons (ANNEX-1) or Application Form for Legal Entities (ANNEX-2) annexed to the By-law and published on the official website of the Institution.

(2) An application can be made without using the form provided that the mandatory information and documents specified in this By-law are available.

(3) In case of a justified reason, verbal applications may be accepted by assisting in filling the form at the place of application.

(4) Applications shall be written or completed in a legible and understandable manner.

(5) Information and documents related to the application subject, if any, shall be added to the application.

(6) The following issues shall be included in the applications to the Institution:

a) If the applicant is a natural person;

1) Name, surname and signature,

2) citizenship identification number for citizens of the Republic of Türkiye, passport number for foreigners, nationality and if any, identity number,

3) Address of place of residence or address of place of business for notification

4) Public institutions and organizations, professional bodies with public institution status, real persons and private legal entities that are applied against, and application subject and request

5) The date of application to the related party and the response date of the related party,

6) Main address for notification, telephone number and electronic notification address, if any,

b) If the applicant is a legal person;

1) The title,

2) Main address for notification, telephone number and, if any, electronic notification address,

3) Name, surname, title, signature and, if any, electronic mail address, telephone and fax number of the authorized person,

4) Public institutions and organizations, professional bodies with public institution status, natural persons and private legal entities that are applied against, and application subject and request

5) The application date of the related party and the response date of the related party,

6) Original or certified copy of the authorization document of the authorized person,

7) Central legal entity number, if any

Application in electronic environment

ARTICLE 36 - (1) For applications made in electronic environment, the conditions specified in Article 35 must be met. These applications do not require signature; however, the Institution may decide to apply using a secure electronic signature in an electronic environment.

(2) Documents related to the application shall be annexed to the electronic application.

Application via legal representative or proxy

ARTICLE 37 - (1) Applications may also be made by a legal representative or a proxy. In applications made through a legal representative or proxy, a valid authorization document for representation or proxy must be submitted.

(2) In case the application is made by the legal representative or proxy of the applicant, the legal representative or the proxy;

a) Name, surname and signature,

b) the citizenship identification number for citizens of the Republic of Türkiye,

c) Passport number, nationality and identification number (if any) for foreigners,

ç) The address of place of residence or address of place of business for notification,

d) E-mail, phone and fax no for notification, if any,

included in applications.

(3) For applications made through a legal representative or proxy, the notification shall be made to such persons.

Registration and date of application

ARTICLE 38 - (1) Applications made or received to the Institution shall be recorded by giving the date and number and a receipt shall be issued for those delivered by hand.

(2) Application date is;

a) when it is submitted to the Institution, its offices, governorates or sub-provincial governorates,

b) When mail, electronic mail or fax has been received by the Institution,

c) When the electronic application has reached the electronic system of the Institution,

Requesting the correction of the allegedly unlawful practice from the relevant party

ARTICLE 39 - (1) Before applying to the Institution, the Applicant requests from the relevant party to correct the application he claims to be contrary to the Law.

(2) In case the request is rejected or no response is given within thirty days, an application may be made to the Institution.

(3) However, the Institution may accept applications without seeking the conditions mentioned in the first and second paragraphs in cases where there is a possibility of damages that can be compensated or impossible.

Transactions and decisions that will not constitute the subject of application

ARTICLE 40 - (1) Procedures related to the exercise of legislative and judicial powers, decisions of the Council of Judges and Prosecutors and the procedures excluded from the judicial supervision of the Constitution shall not be the subject of the application.

Applications concerning allegations of discrimination within the scope of Article 5 of 4857 numbered Law on the Labor

ARTICLE 41 - (1) Applications for discrimination allegations within the scope of Article 5 of the 4857 numbered Law on the Labor may be made in cases where no sanction decision is taken after following the complaints procedures specified in the Law on the Labor and related legislation.

Information to be kept confidential in applications

ARTICLE 42 - (1) In the applications to be made to the Institution, the identity information of the victim or victims upon the request, of persons under guardianships and tutelage and of children are kept confidential.

Applications for persons deprived of their liberty or protected under the National Preventive Mechanism

ARTICLE 43 - (1) The provisions of this CHAPTER shall also apply to the applications of persons deprived of their liberty or protected within the scope of the National Preventive Mechanism.

Disability applications

ARTICLE 44 - (1) The Institution shall take the necessary measures for the application of the persons with disability.

Applications that shall not be processed

ARTICLE 45 - (1) Procedures regarding the exercise of legislative and judicial powers, decisions regarding the decisions of the Council of Judges and Prosecutors, and transactions that are excluded from the judicial supervision of the Constitution and the following applications shall not be processed:

- a) Applications that do not fall within the scope of the Institution,
- b) Applications having the characteristics of abuse of right,
- c) (Repealed: OG—30/01/2026—33153)

Ceasing the time to open the case

ARTICLE 46 - (1) The applications made to the Institution within the period of filing a lawsuit shall cease the period of filing a lawsuit.

CHAPTER SIX

Preliminary Examination

Registration by the preliminary examination service unit

ARTICLE 47 - (1) The preliminary examination service unit shall register the applications made by the examination or the applicants to the Institution, provide numbers and files.

(2) Sends the examinations and applications to the Institution's relevant service units and relevant experts and / or assistant experts.

Processing the preliminary examination

ARTICLE 48 - (1) Applications to the Institution shall be subject to preliminary examination before proceeding with the examination and investigation. They shall be examined from the following aspects;

- a) Whether it falls within the scope of the Institution
- b) Whether it has the same reasons, subject matter and parties with an application being examined and investigated in the Institution,

c) Whether it has the same reasons, subject matter and parties with an application which has been concluded by the Institution before,

c) (Repealed: OG—30/01/2026—33153)

d) Whether it is requested from the relevant party to correct the practice alleged to be contrary to the Law before applying to the Institution,

e) Whether it contains a certain subject,

f) Whether the information required to apply is included

(2) (Added: OG—30/01/2026—33153) The parties are requested to submit a copy of any decision rendered by a judicial body regarding a dispute that has the same subject matter and parties as the application.

(2) For applications with more than one applicant, the eligibility requirements for each applicant are considered separately.

Decisions to be made on the preliminary examination

ARTICLE 49 - (1) In case the application does not meet any of the conditions stated in Article 48 a decision of non-examination can be taken. This decision shall be notified to the applicant and the proceedings for which the term of litigation has stopped together with the notification shall resume. In the preliminary examination of applications, even if some of the issues referred to in the dossier are in an unreviewable nature, the Board may decide to be partially non-examination when it concludes that some other application issues should be subject to fundamental examination.

(2) It is decided to send the application to the related party for the application made without requesting from the related party to correct the practice claimed to be contrary to the law. The decision to send is also notified to the applicant. The date of application to the Institution shall be deemed as the date of submission of the application to the related party. The related Institution responds within 15 days. Upon the application being sent by the Institution to the related party;

as from; a) the date of notification of the reply to be given by the related party,

b) If the related party does not respond within thirty days, re-application can be made to the Institution as of the end of this period.

(3) In the event that the related party is shown incorrectly, the Institution shall determine the right party ex officio and proceed to the examination phase.

(4) In accordance with the decision of non-examination, the application may be made to the Institution again provided that the deficiencies are eliminated.

(5) In the event that the application meets the requirements stated in Article 48 the examination and research phase shall begin.

(6) In the event that it is understood later that the pre-examination conditions do not exist, a decision of non-examination, decision for reasoned inadmissibility or decision for submission is given.

CHAPTER SEVEN

Inquiries into Violations

Principles to be followed in inquiry

ARTICLE 50 - (1). Activities carried out by public institutions and agencies, professional bodies with public institution status, natural persons and legal persons providing services of education and training, judiciary, law enforcement, health, transportation, communication, social security, social services, social assistance, sports, accommodation, culture, tourism and similar services shall be examined in terms of protecting and promoting human rights based on human dignity, ensuring the right of individuals to be treated equally, preventing discrimination in benefiting from legally recognized rights and freedoms based on sex, race, colour, language, religion, belief, sect,

philosophical and political opinion, ethnicity, wealth, birth, marital status, health status, disability and age.

On application or ex officio inquiry procedure

ARTICLE 51 - (1) The Institution asks the person who is the subject of the alleged violation to submit a written opinion.

(2) Written opinion shall be submitted to the Institution within fifteen days following the notification of the request.

(3) The written opinion shall be notified to the applicant and the applicant shall be asked to submit his opinion to the Institution no later than fifteen days after the notification.

(4) Upon request, the Head may extend these periods for fifteen days only once.

(5) The parties may be given the right to make verbal statements before the Board if requested.

Conciliation

ARTICLE 52 - (1) The Head may, upon the nature of the inquiry, invite the parties to settle ex officio or upon request, upon receipt of the opinions of the applicant and the person who is the subject of the alleged violation under Article 51

(2) Conciliation; It may include ending the practice that is alleged to be a violation of human rights or prohibition of discrimination, solutions that will provide this result for the victim, or it may be in the form of paying a certain compensation to the victim.

(3) Conciliation shall be concluded within one month at the latest, after the views of the person who is the subject of the alleged violation and the applicant are received.

(4). Findings, statements or explanations obtained during negotiations of conciliation cannot be used as evidence in any investigation and prosecution or in any court case.

Submission of applications or inquiries to the Board

ARTICLE 53 - (1) The notification concerning the related report and applications which cannot be concluded by consensus is submitted to the Board within twenty days. Minutes of reports on applications and inquiries that could not be settled through conciliation shall be submitted to the Board within twenty days.

(2) discrimination Upon which the Board shall decide whether a violation of human rights or non-discrimination has been committed or not.

Cases where the Board will file a criminal complaint

ARTICLE 54 - (1) In cases where the Board finds any violation of human rights or non-discrimination of a criminal nature, it shall file a criminal complaint thereon. (2) The filing of a criminal complaint about violations of human rights or prohibition of discrimination or the fact that these acts are subject to administrative sanction in accordance with other laws does not prevent the decision of administrative sanction on the same act under the Law.

Inquiry power

ARTICLE 55 - (1) The duties of examination, research, visit and report preparation as well as other duties assigned to the Institution by the Law and other legislation shall be carried out by the members of the Board, experts, assistant experts and other personnel assigned by the Head. The examination, inquiry, visiting and report drafting duties and other duties given to the Institution by the Law and other legislation shall be carried out by Human Rights and Equality Experts and Assistant Experts and also by other staff members assigned by the Head

Requesting information and documents from the related party

ARTICLE 56 - (1) In the case of the authorization of the Head, those listed in the first paragraph of Article 55 have the authority;

a) to request relevant information and documents from all public institutions and organizations and other real and legal persons about the subject of examination, to

examine and to take samples of these and to receive written and oral information from related parties,

b) to visit the places where the persons deprived of liberty or protected are located, to make investigations and to prepare the necessary minutes,

c) to make interviews with the person or persons alleged to be ill-treated

(2) Public institutions and organizations and other natural and legal persons shall facilitate the visits of the Institutions and fulfil their requests without delay. The requested information and documents can be sent to the Institution's e-mail address by e-mail.

(3) The information and documents requested by the Institution with regard to the subject of examination and research, stating its justification, shall be submitted within thirty days from the date of notification of this request.

(4) An administrative fine of five hundred Turkish Liras to two thousand Turkish Liras shall be imposed on the persons and organizations that do not comply with the obligations stipulated in the second and third paragraphs without a justified reason despite the warning.

(5). In cases where the administrative fine cited in the paragraph one is imposed on public institutions and agencies and professional organizations with public institution status; such institutions, agencies and organizations shall seek recourse, for the administrative fine paid, from those civil servants and other public agents or employees who have committed the discriminatory practise.

Forming a committee

ARTICLE 57 - (1). Committees can be established with the participation of representatives from relevant agencies and organizations and other individuals, led by the Institution personnel designated by the Head, for the purpose of conducting on-site examinations and inquiries on matters falling under the jurisdiction and mandate of the Institution.

(2) The representatives of public agencies and organizations who will take part in such a committee shall be determined by their own agencies/organizations, and the remaining members of the committee shall be determined by the Head.

(3) Results of inquiries and/or examinations carried out by such committees shall be compiled into a report by the Institution

(4) The expenses of such committees shall be covered from the Institution's budget.

Assignment of expert witnesses

ARTICLE 58 - (1) An expert may be assigned for the subjects that are examined and researched by the Institution and which require advanced technical and financial expertise. The experts may also be selected from those listed in the lists determined by the judicial commissions of the first instance court, university lecturers or members of the professional chamber.

(2) Those who will serve as experts are required to be qualified and subject to the working principles of Chapter Nine.

Hearing witness

ARTICLE 59 - (1) If deemed necessary in the field of investigation and research, the Board and the staff of the Institution authorized to conduct research and investigation may listen to witnesses or related persons.

(2) The witness or the person concerned may also be heard through the use of video and voice communication techniques.

(3) The hearing of witnesses or persons concerned shall be performed by the Head or the expert designated by the Head according to the nature of the application, at the place, time and procedure to be determined.

(4) The statement of the witness or the person concerned shall be recorded in the minutes and the minutes shall be signed by the declarant and the recipient.

(5) Witnesses or persons concerned shall be paid in accordance with the provisions of the Allowances Law no 6245 and dated 10/2/1954 **Withdrawal of an application**

ARTICLE 60 - (1) In applications concerning only the applicant, the applicant may waive his application until a decision is taken by the Board. In this case, the Institution shall terminate the examination and research.

Death of the natural person or termination of legal entity

ARTICLE 61 - (1) The examination and the research shall be terminated if the applicant or the related party is a natural person in case of death or the if the legal person in case of termination of its legal personality s. However, if the subject of the application concerns the heirs, the examination and research can be continued.

Lawsuit on the application under inquiry

ARTICLE 62 - (1) (Repealed: OG—30/01/2026—33153)

Cases where investigation and research cannot be terminated

ARTICLE 63 - (1) In the event of abandonment of application, the application resulted in conciliation, death of the applicant or the relevant natural person, or termination of the legal entity, if the application subject is related to the human rights, fundamental rights and freedoms, rights of persons with disabilities, women's rights, children's rights and general issues of public interest, ex officio investigation and research can continue.

Duration to finalize applications and ex officio inquiries

ARTICLE 64 - (1) The Institution shall conclude the applications and ex officio examinations within three months as of the date of application and ex officio examination decision.

(2) This period may be extended by the Head for a one-time period of maximum three months.

CHAPTER EIGHT

Decisions to be taken at the end of the investigation and research

Decision types

ARTICLE 65 - (1) As a result of the examination and research carried out within the scope of the application or ex officio examination, the Institution decides that there is decision of non-examination, decision for reasoned inadmissibility, decision for submission, violation decision, administrative sanction decision, conciliation decision, rejection decision and no decision.

Decision of non-examination

ARTICLE 66 - (1) In the preliminary examination phase of the Institution; Institution decides not to examine the applications which are related to the procedures for the use of legislative and judicial powers that are not within the scope of the Institution and the decisions of the Council of Judges and Prosecutors and the transactions that are left out of the judicial review of the Constitution; an application whose reasons, subject matter and parties are the same with another application under examination and research/inquiry; an application whose reasons, subject matter and parties are the same with another application that previously examined by the Institution; application relating to disputes which are already in the judicial bodies or have been decided by the judicial bodies; and applications that do not contain a specific subject, or do not contain any information required to apply under the Law, or are not harmed by non-discrimination violation.

Reasoned inadmissibility decision

ARTICLE 67 - (1) , In the preliminary examination phase shall be given reasoned inadmissibility decision if application do not meet the necessary conditions, in the main examination and research stage regarding applications that are decided to be examined with the merits in terms of the detection of whether the application is manifestly ill-

founded, whether the application constitutes abuse of the right or not, and whether there is a loss arising from the violation of the prohibition of discrimination

(2) In the event that it is found that the applications that are found to be examined at the preliminary examination stage or whose examination is decided to be examined and investigated together with the merits do not meet the necessary conditions specified in Article 48 a reasoned inadmissibility decision shall be taken for these applications.

Decision for submission

ARTICLE 68 - (1) It is decided to be submitted the application for the examination of the application made by the party without requesting the correction of the application claimed to be contrary to the law. The decision to submit is also notified to the applicant. However, the Institution may accept applications without seeking this condition in cases where there is a possibility of damages that can be compensated or impossible.

Violation decision

ARTICLE 69 - (1) In case it is considered that the application is in place as a result of the examination and investigation, a decision of violations shall be given.

(2) In the event that the subject of the application is related to the prohibition of discrimination, the decision of violation may be accompanied by the decision of administrative sanction issued in article 70 of the applicant.

(3) If the Board detects violations of human rights or prohibition of discrimination constituting a criminal offense, the Board shall file a criminal complaint against those concerned in accordance with the Article 54

Administrative sanction decision

ARTICLE 70 - (1) In case of violation of non-discrimination principle, an administrative fine ranging from one thousand Turkish lira to fifteen thousand Turkish lira depending on the gravity of the effects and consequences of such violation, financial situation of the perpetrator and aggravating effect of the multiple discrimination, shall be imposed on the relevant public institutions and agencies, professional organizations with public institution status, natural persons and legal persons established under private law responsible for the violation.

(2) In cases where the administrative fine cited in the paragraph one is imposed on public institutions and agencies and professional organizations with public institution status; such institutions, agencies and organizations shall seek recourse, for the administrative fine paid, from those civil servants and other public agents or employees who have committed the discriminatory practise.

(3) Individuals and agencies covered by the paragraph one who have failed to obey the obligations provided for in the Article 19 in the prescribed period of time without any valid reason and despite warnings shall be subject to an administrative fine from five hundred Turkish lira to two thousand Turkish lira. The provisions of the paragraph two shall also apply to administrative fines provided for in this paragraph.

(4) The Board may commute the administrative fine issued to a warning for once only. In case of repetition of the discriminatory act of the individual or institution against whom a warning has been issued, then the fine to be declared shall be increased by fifty percent. Such increase shall not exceed the upper limit of the fine.

(5) Administrative fines shall be paid within one month from the date of notification.

(6) By-law. Cases not covered by the Law and this By-law shall be governed by the provisions of the Law on Misdemeanours dated 30/3/2005 and no 5326 in relation to administrative sanctions.

Conciliation decision

ARTICLE 71 - (1) In the event that the Institution is informed about the application subject has been fulfilled by the related party, or if it is understood that the application has been resolved in accordance with Article 52 a decision of conciliation shall be taken.

Rejection decision

ARTICLE 72 - (1) In case it is concluded that the application is not in place as a result of the examination and research, the rejection decision is given.

Decision that there is no room for decision

ARTICLE 73 - (1) The Institution concludes that there is no place for decision to be finalized in the event;

- a) the Applicant renounces his application,
- b) Death of the applicant if the applicant is a natural person or termination of its legal personality if it is a legal person
- c) (Repealed: OG—30/01/2026—33153)

Issues to be included in decisions

ARTICLE 74 - (1) Decisions to be taken as a result of examination and research shall include the following:

- a) Application number and decision number and date.
- b) Name, surname and address of the applicant and, if applicable, his representative.
- c) - The institution or person about which the application is made and its address
- ç) Subject of application, legal reasons and summary of the request.
- d) Summary of information and documents in the file.
- e) Justification.
- f) Decision and conclusion.
- g) Application ways, duration and authority to be applied for the subject of application.
- ğ) Signature & Seal

Communique of the decision

ARTICLE 75 - (1) The Institution communicates its decisions to the relevant party and the applicant.

Recommence the process of filing a lawsuit

ARTICLE 76 - (1) In the event that the Institution decides that there is decision for non-examination, decision for reasoned inadmissibility, rejection, reconciliation or decision that there is no room for decision on the application, the suspended litigation period starts to run from the place where it left off as of the notification of the decision to the concerned.

(2) In case the application is seen and accepted by the Institution in place and a decision of violation is given; If the relevant authority does not establish or take any action within thirty days upon the decision of the Institution, the time to stop the litigation starts from where it left off.

(3) In case the Institution fails to conclude its examination and research within three months from the date of application, it shall be notified to the applicant with such justification. The suspended litigation period commences from the point where it left off from the notification.

Re-examination and research

ARTICLE 77 - (1) After the decision is taken, the Board may conduct a re-examination and research on the application in case of the emergence of information and documents that may affect the outcome.

CHAPTER NINE

**Qualifications of the Expert Witnesses
and Working Procedures and Principles**

Guiding principles

ARTICLE 78 - (1) The expert witness performs his / her duty independently, impartially and objectively within the framework of honesty rules.

(2) The expert cannot make any explanation in the report except for the issues requiring solution, expertise, special or technical information.

(3) The expert is obliged to carry out the task entrusted to him personally and cannot transfer the performance of his / her duty to another person partially or completely.

(4) The expert is obliged to ensure the confidentiality of the information and documents entrusted to him due to his / her duty or the secrets learned. This obligation shall continue after the expiry of the duty of expert witness.

(5) An expert may not be appointed unless the problem requiring solution, expertise, special or technical knowledge is clearly indicated and the scope and boundaries of the subject to be examined are clearly indicated.

(6) It is essential to receive a report on the same subject once; however, additional reports may be requested to eliminate any deficiencies or uncertainties in the report.

Requirements for admission to expert witness

ARTICLE 79 - (1) The following conditions shall be sought for the real persons who will perform expert witness activities:

a) Even if the periods specified in 53. Article of the Turkish Penal Code No. 5237 26/9/2004 dated have passed; have not been sentenced to more than one year of imprisonment for a deliberate offense, or committed crimes such as offenses against the security of the State, crimes against the constitutional order and its functioning, embezzlement, corruption, bribery, theft, fraud, fraud, abuse of trust, fraudulent bankruptcy; misbehavior in the tender, misbehavior in the performance of the act, laundering or smuggling of the assets resulting from the crime, making false expert witnesses or interpreting, false testimony.

b) Not to be associated or liaison with terrorist organizations.

c) have not been dismissed from the profession or from civil service in terms of discipline or have been temporarily or permanently prohibited from performing art or professional activity.

ç) To have worked at least five years in the subjects that have been examined and researched by the Institution and requiring advanced technical and financial expertise, or to have actually worked for this period if more working time has been determined.

d) To have the qualifications required by the legislation in order to serve as a member of the profession and to have a diploma, professional qualification certificate, specialization certificate or similar document indicating the field of expertise required for performing the profession.

e) To carry out the qualification requirements determined according to the main and subspecialty areas of expertise.

(2) The terms of the first paragraph shall also be sought for the persons who will work as expert witnesses in private legal entities and the name and surname and signature of such persons shall be included in the reports prepared.

(3) Those who have previously been rejected on the grounds that their application is not professionally qualified cannot apply for re-expertise until a year has passed.

Expert witness selection procedure

ARTICLE 80 - (1) A person who will be appointed as an expert shall receive a declaration stating that he / she meets the requirements of Article 79 and documents related to the subjects subject to examination and research and requiring advanced expertise shall be submitted to the Institution. If the mandatory documents are missing, the person appointed as an expert witness is given fifteen days to complete the documents. In case the missing documents are completed, the assignment shall be done by the Head.

(2) The Head or the Board shall select the most eligible among the persons meeting the requirements of Article 79 taking into account the applicant's professional experience, the vocational training or the documents to which he/she has participated.

(3) The Head or the Board may assign only one person as an expert witness. However, it is also possible to designate a committee consisting of more than one person as an expert witness, with its justification clearly.

Expulsion from the expertise

ARTICLE 81 - (1) Expert witnesses shall be removed from the expertise by the Head or the Board if one of the following conditions is met:

a) Loss of admission requirements for expert witnesses or determination of the absence of necessary requirements after the date of assignment.

b) Avoiding expert witnesses without a legal reason or failing to submit the report without excuse within the specified period.

c) Attitudes and behaviors that are incompatible with the duty of expert witness and the ethical principles required by this duty and shaking the sense of trust.

ç) Carrying out expert witness activity in contradiction with the basic principles stated in Article 78

d) The expert witness requests the expulsion of the expertise.

(2) In the cases specified in subparagraphs (b), (c), (ç) and (d) of the first paragraph, the Institution shall not make assignment, instead of the dismissal sanction which is still assigned according to the nature of the violation.

Audit and examination

ARTICLE 82 - (1) Expert witnesses are audited ex officio or upon application by the Head or the Board in terms of their attitudes and behaviors related to their duties or the compliance of the reports they prepare with the relevant legislation.

(2) In case the Head or the Board considers that the attitude and behavior of the expert witness assigned by him or his report or the report he/she prepared is not in compliance with the legislation, he/she shall take this situation into consideration in the subsequent assignments or request the removal of the contradiction to the legislation by receiving additional reports.

(3) The Head or the Board may not audit the expert witness's reports in terms of specific or technical information.

(4) No application can be made to the Presidency or the Board regarding the content of expert reports in terms of specific or technical information; applications are rejected without examination.

Working procedures and principles of expert witnesses

ARTICLE 83 - (1) The expert witness is obliged to carry out the task entrusted to him personally by the Head or the Board and may not leave the performance of his duty to another person in whole or in part.

(2) The expert witness is obliged to keep the secrets he/she has learned in the course of his/her duties or in the performance of his/her duties and to avoid using them for the benefit of him/herself and others.

(3) The expert witness conducts his / her duties under the management of the Head or the Board.

(4) The expert witness may apply to the information of the parties, if deemed necessary by the Head or the Board, when he / she deems necessary in carrying out the examination. In cases where the information of one party is to be consulted, the Head or the Board shall be reminded to the expert witness that the other cannot be heard without one party.

(5) The period for the preparation of the expert report cannot exceed one month. The Head or the Board may, at the request of the expert witness, extend the period not exceeding fifteen days. The expert witness who does not give his report within the specified time can be dismissed and replaced by another person.

(6) In the report, the names and surnames of the parties, the matters to which the expert is assigned, the material cases that are subject to observation and examination, the reasons and the conclusions reached, if there is a disagreement between the expert witnesses, the reason for this, the date of issue and the signature of the expert witness or expert witness should be included. Expert witness who is in the minority, may submit his/her vote and opinion to the Presidency or the Board in a separate report.

(7) The expert witness submits his/her report to the Presidency or the Board, depending on a series of papers, if any, together with the information and documents delivered to him/her for examination; the date of submission is written in the report and one copy is notified to the parties before the meeting date of the Board.

Objection to expert witness report

ARTICLE 84 - (1). The parties, within one week from the date of notification of the expert witness's report to them, have the expert witness complete the issues they deem deficient in the report; On matters that show uncertainty, they may request the Presidency or the Board to have the expert witness make a statement or to assign a new expert.

(2) The Presidency or the Board may obtain additional reports from the expert witness in order to ensure that the deficiency or uncertainty of the expert witness's report is completed or clarified, or may request that verbal explanations be made at the meeting to be appointed.

Expertise fee

ARTICLE 85 - (1) The fees of the expert witnesses assigned by the Head or the Board shall be paid from the budget of the Institution in respect of the subjects that are examined and researched by the Institution and which require advanced expertise.

(2) Without prejudice to the provisions of the Allowances Law no 6245 and dated 10/2/1954 expert witnesses are assigned from outside the Institution.

(3) The number of expert witnesses assigned shall not exceed five per month.

(4) For each examination and research subject, each expert witness (1.000) who has a public duty, and each expert witness (2.000) who does not have a public duty (2.000) shall be paid an expert fee not to exceed the amount to be found as a result of the multiplication of the indicator number by the monthly coefficient of the civil servant.

(5) Expert witness fees are not subject to any tax and deduction except stamp duty.

Issues without provision

ARTICLE 86 - (1) Regarding the assignment of expert witnesses, for matters not covered by this By-law Law on the Expert Witness no. 6754 shall be taken into account.

CHAPTER TEN

Consultative Commission and Working Procedures and Principles

Formation

ARTICLE 87 - (1) The Consultative Commission shall be established by the Board.

(2) The Consultative Commission shall be formed with the participation of public institutions and organizations, non-governmental organizations, trade unions, social and professional organizations, higher education institutions, press and broadcasting institutions, researchers and other relevant persons, institutions and organizations.

(3) The Board shall be authorized to participate in the Consultative Commission by the representatives of public institutions, non-governmental organizations, trade unions, social and professional organizations, higher education institutions, press and broadcasting institutions, researchers and other relevant persons, institutions and organizations. In the determination of the members of the Commission by the Board, priority shall be given to those who have theoretical or practical studies related to the field of duty of the Institution.

Purpose

ARTICLE 88 - (1) The purpose of the establishment of the Consultative Commission is to discuss the problems and solution proposals on non-discrimination issues and to exchange information and opinions on these issues.

(2) Issues related to the prohibition of discrimination include instruction on prohibition of discrimination, prohibition of multiple discrimination, prohibition of direct and indirect discrimination and prohibition of restriction of full and effective participation of persons with disabilities in society on equal conditions with other persons, mobbing, abuse and discrimination based on an assumed ground - and other discrimination prohibitions specified in the Law

Duties of the Commission

ARTICLE 89 - (1) The duties of the Consultative Commission are as follows:

- a) To discuss the problems and solution proposals on non-discrimination issues.
- b) Exchange information and opinions on non-discrimination issues.
- c) To make recommendations to the Institution on public awareness on anti-discrimination issues by means of mass media and information and education.
- c) To make recommendations to the Institution with the aim of contributing to the preparation of the sections related to the prohibition of discrimination in the national education curriculum.
- d) To make collaborative recommendations to the Institution for the elimination of discrimination and to enhance the understanding of equality in the society, to contribute to the establishment of the human rights and equality curriculum of the universities under the coordination of the Council of Higher Education and the determination of the curriculum on human rights and equality education.
- e) To advise the Institution in monitoring and evaluating international developments in the field of combating discrimination and cooperating with international organizations in the field of legislation.
- f) To provide consultancy to the Institution in cooperation with public institutions and organizations, non-governmental organizations, professional organizations and universities operating within the scope of anti-discrimination.
- g) to monitor the implementation of international human rights conventions and protocols which Türkiye is a party, To advise the Institution in the process of preparing the reports to be submitted by the State to the inspection, monitoring and inspection mechanisms established in accordance with these agreements.

Working principles

ARTICLE 90 - (1) The Consultative Commission shall convene twice a year, once every six months.

(2) When deemed necessary, the Consultative Commission may convene extraordinarily upon the call of the Head

(3) The Head of the Consultative Commission shall conduct the meetings.

(4) The Consultative Commission shall be chaired by the Head, in case where s/he is absent for any reason, the Deputy Head chairs.

(5) The meeting of the Consultative Commission shall be held by more than half of the total number of members. Decisions are taken by one more than half of the participants. In case of equality, the vote of the Head of the Board shall be counted as two votes.

(6) The members of the Consultative Commission shall be deemed to have withdrawn if they do not attend two consecutive meetings without excuse. Resigned or withdrawn members shall be re-elected by the same procedure.

CHAPTER ELEVEN

Consultation Meetings, and Working Principles and Procedures

Participants

ARTICLE 91 - (1) Consultation meetings shall be held by the Institution.

(2) The Institution is authorized to determine which public institutions and organizations, non-governmental organizations, trade unions, social and professional organizations, higher education institutions, press and broadcasting institutions, researchers and other relevant persons, institutions and organizations will participate in the consultation meetings.

(3) In the determination of the representatives to participate in the consultation meetings by the Institution, priority shall be given to those who have theoretical or practical studies on the issues related to the field of duty of the Institution.

(4) Consultation meetings are held in the center and in the provinces.

Meeting Topics:

ARTICLE 92 - (1) The subjects of the consultation meetings are as follows:

- a) To discuss human rights issues,
- b) Exchange of information and opinions on human rights issues,
- c) To express opinions, make recommendations and make suggestions on issues related to the protection and promotion of human rights,
- c) To exchange information and opinions on the issues covered by the National Preventive Mechanism.

Working principles

ARTICLE 93 - (1) Consultation meetings shall be held at least once a year when the Institution deems appropriate and in the provinces it deems appropriate.

(2) The Head, in his/her absence, the Deputy Head shall preside and direct the consultations The

(3) Consultation meetings shall be held with more than half of the total number of members. Decisions are taken by one more than half of the participants. In case of equality, the vote of the Head of the Board shall be counted as two votes.

CHAPTER TWELVE

Procedures and Principles of National Preventive Mechanism

Field of duty

ARTICLE 94 - (1) The functions of the Institution as a National Preventive Mechanism are as follows:

- a) To conduct regular visits with or without notice to places where persons are deprived of their liberty and to advise the relevant authorities in order to improve the treatment and conditions in these places,
- b) Communicating the reports regarding the visits to the relevant institutions and organizations and disclosing them to the public when deemed necessary by the Board,
- c) To examine and evaluate the reports regarding the visits made by the penitentiary institutions and prisons' monitoring boards, provincial and district human rights boards and other persons, institutions and organizations to such places,
- e) To monitor and evaluate the legislative works related to the field of duty and to inform the relevant authorities of their opinions and suggestions.
- d) To examine, investigate, make decisions and follow up the results related to the National Preventive Mechanism,
- e) Giving information and raising awareness to combat torture and ill-treatment,
- f) to prepare annual reports on the fight against discrimination, protection and promotion of human rights, and the fight against torture and ill-treatment to be submitted to The President of the Republic of Türkiye, Presidency of the Grand National Assembly of Türkiye and the Prime Ministry,
- g) To publish special reports related to the field of duty when deem necessary, other than regular annual reports,

ğ) To monitor and evaluate international developments in the field of torture and ill-treatment, to cooperate with international organizations in the field within the scope of the relevant legislation,

h) To cooperate with public institutions and organizations, non-governmental organizations, professional organizations and universities in the field of combating torture and ill-treatment,

ı). Monitoring the implementation of international human rights conventions to which Türkiye is a party to. Submitting opinions during the process of preparation of the reports which the State is under the obligation to submit to review, monitoring and supervisory mechanisms established by these conventions, by also making use of relevant nongovernmental organizations; and participating in the international meetings where such reports are to be submitted, via sending a delegate.

Basic principles on which it is based

ARTICLE 95 - (1) In carrying out its duties determined by the Law within the scope of the National Preventive Mechanism, the Institution shall be based on the principles such as; impartiality, honesty, respect for equality and respect to diversities, compliance with laws and human rights conventions and protocols that is party, holistic and pluralistic approach, moderation, non-abuse of power, transparency and accountability, respect for privacy and protection personal data, protection of acquired rights, right to be heard and decision-making without delay.

(2) All relevant public institutions and agencies and officials shall demonstrate the assistance and convenience required by visits, examinations and investigations within the scope of the National Preventive Mechanism. In this context, they are responsible for the national preventive mechanism to provide;

a) the information on the number, type, characteristics and location of places of detention,

(b) the information about the number of persons held at places of detention, conditions of detention of persons including treatment.

c) access to all places of detention and their attachments and sections,

d) To be able to conduct private interviews with persons deprived of their liberty and other relevant persons who are thought to be able to provide information, directly and in person, accompanied by a translator when necessary, without witnesses,

d) The freedom to choose the places they want to visit and the people they want to interview,

e) hanging brochures, distributing documents and all kinds of documents prepared by the Institution to be detained in order to prevent torture, ill-treatment and inhuman or degrading behavior and punishments in places of detention;

Purpose and scope of visits

ARTICLE 96 - (1) Visits shall include all informed / unannounced and regular / irregular visits to be made in order to prevent torture and ill-treatment, improve the conditions of detention places and the treatment of detainees. In this context, the visits to be realized include;

a) Observing and evaluating the conditions in place of detention and the treatment of detainees,

b) Follow-up visits in detention places visited previously to see the developments after the visit and to determine whether tortured and ill-treated persons were interviewed after the visit,

c) All visits with or without regular and irregular visits to examine allegations and applications of torture and ill-treatment,

(2) In accordance with the Optional Protocol to the United Nations Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, it is essential that all informed / unannounced and regular visits are made.

(3) The frequency of the informed / unannounced visits shall be decided annually by the Board upon the proposal of the Head.

(4) Informed visits shall be notified in advance by official letter to the place of detention. The official article include;

- a) Names and titles of the officials to be included in the visiting committee,
- b) Date and time of visit,
- c) Information and documents to be requested in advance;
- d) Information on the duties and powers of the Institution and the National Preventive Mechanism,

Establishment of the visiting committee

ARTICLE 97 - (1) The visits to be realized within the scope of Article 96 shall be carried out by the delegations composed of human rights and equality experts, human rights and equality assistant experts and other Institution staff assigned by the Head.

(2) The visits may also be conducted under the headship of the personnel of the Institution to be designated by the Head and by the delegations to be formed with the participation of representatives of the relevant institutions and organizations and other persons. Depending on the nature of the place of detention to be visited, it is also possible to appoint members of the provincial and district human rights boards and representatives of other relevant institutions and organizations in addition to the staff of the Institution.

(3) The representatives of the public institutions and organizations to be assigned to the committee shall be determined by their institutions and the other persons shall be determined by the Head.

(4) A translator / interpreter may be appointed in the committee if deemed necessary.

(5) Necessary professional qualifications and information shall be sought for the officers to be included in the committee, taking into consideration the characteristics of the place of detention.

Visit planning

ARTICLE 98 - (1) Planning of the visit is coordinated by the Head of the delegation. In this context, planning include;

- a) Official correspondence with the relevant institutions and organizations,
- b) Determining the information and documents to be requested from the management of the place of detention where the visit will be performed and other institutions and organizations,
- c) Distribution of duties among the officials to be included in the delegation,
- ç) Gathering preliminary information about the place of detention and the relevant legislation,
- d) Meetings with non-governmental organizations and related third parties if deemed necessary,
- e) preliminary preparation such as logistic preparation including transfer and accommodation.

Preliminary interview

ARTICLE 99 - (1) The visit shall begin with a short preliminary meeting with the delegation of the management of the place of detention. In this interview; information is provided about the Institution and the National Preventive Mechanism and officials in the delegation and the purpose and scope of the visit is explained.

(2) General information shall be obtained on the place of detention, detainees and related administrative and legal proceedings before the on-site inspection begins.

(3) If a prior informed visit is carried out, the information and documents requested to be prepared in advance shall be requested.

On-site examination

ARTICLE 100 - (1) On-site inspection shall include the examination of the place of detention following the preliminary interview, the interviews to be held with detainees and the personnel working at the place of detention, the examination and provision of all information and documents concerning the visit, in particular the place of detention and detention.

(2) Depending on the decision in the planning process or if the situation so requires, the committee may carry out on-site inspection by dividing it into several groups.

(3) On-site examination include;

a) Examination and provision of information, documents, printed and visual records of the place of detention without limitation, the number of detainees, conditions of detention and treatment and procedures for detainees,

b) Examination of the place of detention, all the additions and parts of this place and the means used to transport the detainees,

c) Conducting interviews with detainees without any other person or with the assistance of an interpreter if necessary,

c) Interviews with detention personnel if the situation so requires.

(4) The delegation may make use of the guidelines prepared in accordance with the characteristics of the different places of detention in the National Preventive Mechanism in the investigations and interviews.

(5) All relevant public institutions and officials shall demonstrate the assistance and convenience required by investigations and investigations during the visits by the National Preventive Mechanism delegation. In this context, all relevant public institutions and officials are obliged to provide;

a) the information on the type, quality and other characteristics of the place of detention,

b) the information on the number of persons held in detention places and conditions of detention,

c) access to all places of detention and their additions and sections,

d) the freedom to choose the places they want to visit the people who are deprived of freedom and the people they want to interview with an interpreter when deemed necessary.

d) the freedom to choose the places they want to visit and the people they want to interview,

e) hanging brochures, distributing documents, and all kinds of documents prepared by the Institution to be detained in order to prevent torture, ill-treatment and inhuman or degrading behavior and punishments in places of detention;

(6) The relevant institutions and organizations are obliged to present the facilities mentioned in the fifth paragraph to the Subcommittee on Prevention.

(7) An objection to a visit to a place of detention may only be made on the basis of urgent and compelling reasons which would temporarily hinder the realization of such a visit and which are based on grounds of national defense, public safety, natural disaster or serious disruption of the order. The existence of a state of emergency cannot be claimed as an objection to the visit.

(8) No sanctions shall be imposed on persons who provide information and documents to the National Preventive Mechanism and the delegation making the visit.

(9) Within the scope of the National Preventive Mechanism, personal information and documents obtained during visits to places where persons are deprived of their liberty may not be shared and published unless express consent of the person concerned.

Feedback

ARTICLE 101 - (1) After completing the on-site examinations and interviews, the delegation meets with the management of the place of detention and presents its first

impressions and recommendations and informs management about the reporting and monitoring process.

(2) In case of violation of human rights or prohibition of discrimination which constitutes the offense during the on-site examination, a criminal complaint shall be filed with the decision of the Board. Necessary violations are requested to be taken with immediate removal of such violations.

Reporting and monitoring process

ARTICLE 102 - (1) The report on the visit shall be prepared and submitted to the Board at the latest within two months following the completion of the visit.

(2) The report shall be prepared by the officials of the delegation under the coordination of the Head of the delegation. In case the representatives of other institutions and organizations are present in the delegation, it is possible to include a separate section in the report for the determination and recommendations of these institutions and organizations.

(3) In the process of preparing the report, it is possible to request information and documents from the relevant institutions and organizations, especially the place of detention, if necessary, by specifying the reasons. This request must be fulfilled within thirty days from the date of notification.

(4) It is essential to protect the personal data contained in the report on the visit. No personal information or data may be published without the express consent of the persons concerned.

(5) The report shall be evaluated and resolved at the latest within one month after its submission to the Board. An additional period of up to fifteen days may be granted if the report is requested to be corrected.

(6) The approved reports may be sent to the relevant institutions and organizations for information and necessity and may be published on the official website or otherwise.

(7) The monitoring of the visits and recommendations in the reports shall be carried out by the Presidency. Monitoring is carried out through;

- a) Informed or unannounced visit to the place of detention visited,
- b) Official correspondence,
- c) Meetings to be held with other relevant institutions and organizations, particularly non-governmental organizations,
- ç) Request for new information and documents

(8) In the event that violations of human rights or prohibition of discrimination constitute a crime in the monitoring process, the Board makes a criminal complaint.

Visits upon application

ARTICLE 103 - (1) With the proposal of the Head and the decision of the Board, applications involving the allegations of torture and ill-treatment may be the subject of the visit.

(2) The relevant provisions of the By-law shall apply for visits to be made upon application.

(3) The articles of the By-law regarding the application procedures and principles shall be applied in the examination of the applications for which no visit decision has been taken.

(4) In cases where there are signs of a serious violation of rights in the examination of the applications for which there is no decision to visit, it is possible to submit the application to the Board for the decision to visit.

Other preventive studies

ARTICLE 104 - (1) In order to prevent torture and ill-treatment within the scope of the National Preventive Mechanism, the Institution shall carry out the following activities except for visits:

- a) To increase public awareness through information and education by using mass media.
- b) To carry out information and awareness activities for the persons deprived of their liberty, the personnel in detention places and the institutions and organizations carrying out activities in this field.
- c) To produce printed and visual materials related to the subject and to distribute them to related places.
- ç) To monitor and evaluate the relevant legislation studies and to inform the relevant authorities about their opinions and suggestions.
- d) Except for regular annual reports, to inform the public and to publish special reports regarding the field of duty when necessary.
- e) To monitor and evaluate international developments and to cooperate with international and national organizations in the field of legislation.
- f) Carrying out similar activities determined by the Board.

CHAPTER THIRTEEN

Human Rights and Anti-Discrimination Training, Qualifications of Trainers, Working Procedures and Principles and Wages of Trainers

Purpose of the Training

ARTICLE 105 - (1) Human rights and anti-discrimination training refers to the training for protection and promotion of human rights based on human dignity, guaranteeing the right of persons to equal treatment, prevention of discrimination in the enjoyment of legally recognized rights and freedoms acquiring the knowledge and skills necessary to combat discrimination and to provide basic information about the protection of, promotion of human rights and carrying out the fight against discrimination

Training subjects

ARTICLE 106 - (1) Education consists of human rights and anti-discrimination training and covers the following subjects:

- a) The concept of human rights and similar concepts.
- b) Qualifications of human rights.
- c) Classification of human rights.
- d) Historical development of human rights.
- d) National, regional and international sources of human rights.
- e) By-law and restriction of human rights.
- f) Procedures for the protection of human rights in the United Nations system.
- g) The protection of human rights in the specialized agencies of the United Nations.
- ğ) Procedures for the protection of human rights, particularly at the European Convention on Human Rights and at other regional levels.
- h) Protection of human rights in Turkish Law.
- ı) Religion and human rights.
- i) Fundamental rights and freedoms regulated in the Constitution.
- (2) Anti-discrimination training includes:
 - a) The principle of equality and non-discrimination.
 - b) Basic concepts of equality principle and non-discrimination.
 - c) Legal instruments for making the non-discrimination effective.
 - d) Sources of non-discrimination in international law and control procedures.
 - d) Sources of non-discrimination in Turkish Law and control procedures.
 - e) Non-discrimination and obligations of the government.
 - f) Monitoring and documentation of anti-discrimination advocacy activities.
- (3) The structure, functioning, duties and powers of the Human Rights and Equality Institution:
- Application Procedure

b) Admissible/inadmissible applications.

c) Application form, correspondence to be sent to citizens, samples of letters to be sent to administrations, requesting information from administrations, reminding of legal obligations, application inquiry procedures.

ç) Decision types.

Place and duration of training

ARTICLE 107 - (1) Places to be given training shall be determined by the Institution. Training on human rights and anti-discrimination is at least 40 hours.

Certification

ARTICLE 108 - (1) The Institution shall provide a certificate of attendance to the persons completing the training indicating that they have received human rights and anti-discrimination training.

Trainers

ARTICLE 109 - (1) Human rights and anti-discrimination training shall be provided by the staff of the Institution or by human rights and anti-discrimination trainers determined by the Board.

(2) Trainers are subjected to a special training by the Human Rights and Equality Institution and trained as trainers. These people, whose professional skills have been strengthened as trainers, also train other institutions and organizations and their personnel.

(3) Training programs are organized for all public and private organizations such as non-governmental organizations, schools, universities, security forces and law enforcement agencies, private associations providing services in the field of protection of human rights including judges and lawyers.

Qualifications of trainers

ARTICLE 110 - (1) In human rights and anti-discrimination trainers, the following conditions shall apply:

a) To fulfill the conditions specified in Article 657 of the Civil Servants Law No. 48

b) Not to be associated or liaison with terrorist organizations.

c) have not been dismissed from the profession or from civil service in terms of discipline or have been temporarily or permanently prohibited from performing art or professional activity.

ç) To have worked in the field of human rights or non-discrimination or to have worked in public institutions and organizations or non-governmental organizations providing human rights education determined by the Institution.

d) To fulfil the other qualification requirements that trainers should have in accordance with the human rights and non-discrimination areas determined by the Institution.

(2) In the field of human rights law or at least in the field of constitutional law, the conditions other than the paragraphs (a), (b) and (c) of the first paragraph shall not be required.

(3) Trainers are subjected to special training and certified by the Institution.

Working Procedures and Principles of Trainers

ARTICLE 111 - (1) The training materials and module of human rights and anti-discrimination trainers are determined by the Board.

(2) National, regional and local needs related to human rights and anti-discrimination training shall be determined by the Institution.

(3) After assessing the needs of national, regional and local human rights and discrimination education, the target groups to be trained and the places related to human rights and discrimination education shall be determined by the Institution.

(4) Human rights and anti-discrimination trainers who may affect a wider audience or groups in terms of their role or position in society are provided with human rights and anti-discrimination training.

(5) The training of human rights and anti-discrimination trainers also includes human rights and discrimination against civil servants, prison staff, religious officials, young people and students, NGO representatives and people within others who may influence a wider audience or groups in terms of their role or position.

(6) Civil servants, prison staff, religious officials, young people and students, representatives of NGOs and other similar persons who receive training on human rights and anti-discrimination are also provided to provide training on human rights and anti-discrimination to other parts of the society.

Methodology to be followed in training programs

ARTICLE 112 - (1) Before the training starts, the content is reviewed by the Institution; According to the opinions of the trainers, training subjects can be changed and added to the program.

(2) In the training sessions, after a general introduction on each subject of the training, the participants are informed about the studies conducted in the Human Rights and Equality Institution. Problems and solutions in the related field are also mentioned in the trainings.

(3) In each training program, a specific unit of the Institution (the Service Unit for the Protection and Promotion of Human Rights, the Anti-Discrimination and Equality Service Unit, the National Preventive Mechanism Service Unit) and related legislation / By-laws are examined.

(4) The trainers also benefit from the application examples that support the theoretical knowledge in order for the participants to understand the subject better.

(5) At the end of each training, a session is held in which the training topics are summarized separately and the results are presented. At the same time, the trainers write a report including the results of the training.

(6) Evaluation of the trainings is done through the "Training Forms", which the participants will fill in without writing their names.

Assignment of trainers

ARTICLE 113 - (1) Human rights and anti-discrimination trainers shall be assigned by the Head or the Board to be paid from the budget of the Institution.

Fee for trainers

ARTICLE 114 - (1) Among the trainers to be employed in human rights and anti-discrimination training, instructors shall be paid in accordance with 11th article of the Higher Education Personnel Law dated 11/10/1983 and numbered 2914; and the others shall be paid according to per course hour they actually perform. Under this paragraph, a trainer is not paid for 20 lessons per month and 100 hours per year.

(2) Academic staff assigned to teach courses from higher education institutions in other cities are also paid temporary duty travel allowance according to the Allowance Law No. 6245

SECTION FOURTEEN

Miscellaneous and Final Provisions

Annual Report

MADDE 115 – (1) The institution shall prepare annual reports on the fighting against discrimination, protection and promotion of human rights, fighting against torture and ill-treatment to be submitted to The President of the Republic of Türkiye, President of the Grand National Assembly of Türkiye and the Prime Ministry,

(2) Reports prepared for the previous year shall be submitted to the Board until the last day of January of the following year. The Board discusses this report within two months and decides it to include its own opinions and opinions.

(3) The report approved by the Board may be forwarded to the authorities specified in the first paragraph and published on the official website or otherwise.

Entry into Force

ARTICLE 116 – (1) This By-law enters into force on the date of its publication.

Execution

ARTICLE 117 - (1) The provisions of this By-law shall be executed by the Head.