

# MOROĞLU ARSEVEN

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Ipek coordinates the firm's day-to-day employment support. She is a specialist in all aspects of employment and social security legal issues, along with related disputes and industrial relations. Ipek offers end-to-end support, assisting clients through the full lifecycle of employment relationships, from hiring, contracting, as well as preparing day-to-day documents and supporting communication processes, through to terminations, mediation or court processes.

Ipek's combined experience in day-to-day issues, corporate transactions, corporate governance, director liabilities, regulatory compliance, data protection, and anti-corruption issues mean she offers comprehensive advice during complex situations. Her broad experience means she can support in an uninterrupted manner, with a wide focus. A practitioner with this level of specialized employment-related expertise is uncommon in Turkey. Ipek's close involvement with clients enables her to identify potential employment-related risks and red-flags before issues arise, as well as suggest methods to address these.

She regularly assists clients to understand and navigate complicated employment-related issues. For instance, issues facing businesses which operate in high-risk environments where occupational health and safety are particularly important, delicate negotiations in unionized workplaces, employee transfers within complex M&A or spin-off environments, as well as planning and executing greenfield outsourcing arrangements. Ipek's guidance during complex projects maintains a strong focus on minimizing legal risks and business disruptions for clients, particularly during situations involving employee misconduct.

Ipek has significant experience supporting clients to develop bespoke personnel policies and compliance strategies, tailored to their specific business aims and industry dynamics. These include drafting employment contracts, notices of termination, mutual termination agreements, and warning letters, among other sensitive documents. She often assists employers with data protection, privacy, and employee monitoring, as well as whistleblowing compliance and related employer reporting obligations. She frequently advises on the employment-related considerations which arise during sensitive internal investigations, along with subsequent terminations, union relations, and employment lawsuits.

Ipek also supports clients to structure and use less formal dispute resolution procedures for employment disputes, such as mediation, conciliation, and arbitration.



## İPEK ÜNLÜ TİK Partner

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## Admissions

- Istanbul Bar Association (2001)

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## Education

- LL.B. Law, Istanbul University, Faculty of Law (1999)
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## Languages

- Turkish
- English

## Related Practices

- Employment and Labor
- Employment Disputes
- Investigations
- Professional Negligence
- Business Crimes
- Anti-Bribery and Anti-Corruption
- Sale and Lease Agreements
- Commercial Arbitration and Mediation
- Corporate and Commercial Litigation
- Insurance Litigation
- Insolvency and Restructuring
- Administrative Procedures and Actions

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## Related Industries

- Automotive and Parts
- Pharmaceuticals, Healthcare and Life Sciences
- Chemicals
- Electronics
- Agriculture
- Food and Beverage
- Industrial and Manufacturing
- Retail and Consumer