



UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

MATERNITY POLICY

Date policy approved: September 2021

Date for review of policy: August 2023

Introduction: The Uzbekistan State World Languages University (UzSWLU) is committed to supporting women's participation in both academic and professional settings by providing comprehensive maternity support. This policy ensures that female staff and students receive the necessary assistance during and after maternity, promoting a balanced and inclusive university environment.

Objectives: The main objectives of the UzSWLU Maternity Policy are:

1. **Provide Financial and Logistical Support:** Offer paid leave and flexible arrangements to support women's continued participation in the university.
2. **Ensure Health and Well-being:** Provide access to health services and counseling to address the physical and mental health needs of mothers.
3. **Facilitate Work-Study Balance:** Enable women to balance academic or professional commitments with maternity responsibilities.

Scope: This policy applies to all female staff and students at UzSWLU who are expectant or new mothers.

Policy Statements:

1. **Maternity Leave for Staff**
 - Female employees are entitled to paid maternity leave in line with national labor laws, allowing them to take necessary time off before and after childbirth without financial hardship.
 - Extended leave or unpaid leave options are available if additional time is needed, ensuring that employees can take the time required for their recovery and well-being.
2. **Flexible Study Options for Students**
 - Female students who are expectant mothers or new mothers have access to flexible study arrangements, including online classes, extended assignment deadlines, and modified exam schedules.
 - Academic advisors are available to work with students on customized study plans to accommodate their needs during maternity.
3. **On-Campus Childcare Services**
 - UzSWLU provides on-campus childcare facilities to support mothers returning to work or study. This service is designed to help mothers balance their responsibilities while maintaining their academic or professional progress.
 - Childcare facilities are staffed with qualified caregivers and are accessible during university hours.
4. **Health and Counseling Services**
 - The university offers health and wellness support through its medical and counseling services. Expectant and new mothers have access to regular health check-ups, counseling, and maternity-related advice.
 - Mental health services are available to support mothers in managing the transition into parenthood and balancing their roles.
5. **Awareness and Support Initiatives**

- UzSWLU organizes informational sessions and workshops for mothers-to-be, providing guidance on maternity leave options, health resources, and support services available on campus.
- University staff and faculty receive training on supporting colleagues and students who are new mothers, promoting a culture of empathy and support.

Monitoring and Review: The Human Resources Department, along with the Office of Student Affairs, monitors the effectiveness of this policy and addresses any challenges faced by mothers at UzSWLU. Feedback from staff and students is gathered annually to assess the policy's impact and to make improvements.

Policy Review: This policy is reviewed every three years to ensure that it aligns with national standards and best practices in maternity support and gender inclusion.