



UzSWLU Paternity Policy

Approved: January 2020

Reviewed: March 2022

Introduction: The Uzbekistan State World Languages University (UzSWLU) is dedicated to promoting gender equality and supporting shared parenting responsibilities. The UzSWLU Paternity Policy is designed to encourage non-gestational parents (fathers or partners) to take active roles in childcare, which ultimately supports women's participation in academic and professional pursuits. This policy ensures that non-gestational parents have the necessary resources and flexibility to fulfill their parental duties.

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

1. **Enable Parental Participation:** Support non-gestational parents in actively participating in early childcare, fostering a balanced family dynamic.
2. **Promote Work-Life Balance:** Provide flexible arrangements to allow parents to balance professional, academic, and parenting responsibilities.
3. **Support Women's Academic and Professional Engagement:** By encouraging shared childcare, this policy helps women remain engaged in their studies and careers.

Scope: This policy applies to all non-gestational parents among staff and students at UzSWLU who require support for childcare responsibilities.

Policy Statements:

1. **Paternity Leave for Non-Gestational Parents**
 - Non-gestational parents are entitled to paid paternity leave in alignment with national standards, allowing them to take time off for early childcare without financial concerns.
 - Extended or unpaid leave options are also available, enabling non-gestational parents to spend additional time with their families as needed.
2. **Flexible Work and Study Arrangements**
 - UzSWLU offers flexible scheduling options for non-gestational parents, including remote work, adjusted work hours, and online study options.
 - These accommodations ensure that non-gestational parents can attend to their childcare responsibilities while maintaining their academic or professional commitments.
3. **On-Campus Childcare Services**

- UzSWLU provides access to on-campus childcare facilities, helping parents fulfill their academic or work responsibilities without compromising on childcare needs.
- Childcare services are available during standard university hours, with extended options for parents with unique schedules.

4. Health and Counseling Services

- The university offers health and counseling services specifically tailored for parents, addressing physical, emotional, and mental well-being.
- Counseling services are available to help parents manage the balance between work, study, and family life, supporting them in fulfilling their roles effectively.

5. Parenting Support Programs

- UzSWLU organizes workshops and informational sessions for parents on topics related to parenting, work-life balance, and personal development.
- Resources are provided to assist non-gestational parents in adapting to their roles and supporting their families.

Monitoring and Review: The UzSWLU Human Resources Department and the Office of Student Affairs monitor the implementation of this policy, collecting feedback from parents to assess the policy's effectiveness. An annual report is produced to review outcomes and make improvements if needed.

Policy Review: This policy is reviewed every two years to ensure it aligns with best practices and supports the evolving needs of non-gestational parents.