

Maternity and Paternity Support Policy

Policy Statement: October 6 University is committed to supporting women's participation and fostering a family-friendly and inclusive environment. The university recognizes the importance of maternity and paternity leave to balance work and family responsibilities and provides supportive policies for employees.

Policy Details:

1. Eligibility:

- This policy applies to all university employees, including faculty, staff, and administrators.

2. Maternity Leave:

- October 6 University offers paid maternity leave to eligible employees. The duration of maternity leave may vary based on individual circumstances, but it typically includes a specified number of weeks.

3. Paternity Leave:

- October 6 University provides paid paternity leave to eligible employees, acknowledging the importance of fathers' active involvement in caregiving responsibilities. The duration of paternity leave may vary but is typically a specified number of weeks.

4. Flexible Work Arrangements:

- The university supports flexible work arrangements, such as telecommuting and part-time work, to help employees balance work and family commitments effectively.

5. Benefits and Protections:

- During maternity and paternity leave, employees continue to receive their regular benefits and protections, including health insurance and job security.

6. Transition Support:

- October 6 University offers transition support for employees returning to work after maternity or paternity leave. This support may include flexible scheduling, access to on-campus childcare facilities, and resources for work-life balance.

7. Communication and Awareness:

- The university actively communicates the availability and details of maternity and paternity leave policies to all employees and encourages their utilization.

8. Non-Discrimination:

- October 6 University strictly prohibits discrimination or retaliation against employees based on their use of maternity or paternity leave.

Implementation Date: This Maternity and Paternity Support Policy will go into effect on [2015].

Review and Revision: This policy will be periodically reviewed to ensure its effectiveness and alignment with the university's commitment to supporting women's participation.

Review 2022

Contact Information: For questions or concerns related to this policy, please contact.

Responsible University Official: Executive Director for Safety and Security

Responsible University Office: Office of Safety and