



MATERNITY POLICY

Istanbul Beykent University's Maternity Policy aims to support all female personnel before and after childbirth within the framework of legally defined rights.

Core Values

The core values on which the University's Maternity Policy is based are:

- 1. Equality:** Representing the rights of new mothers in our university, considering the challenges they may face in their professional lives.
- 2. Women's Rights:** Representing the protection of rights for new mothers in our university and supporting their work-life balance.
- 3. Prevention of Unjust Discrimination:** Representing legal regulations to prevent mothers in our university from unjust discrimination and ensuring equal opportunities when returning to work after childbirth.

Strategies of the Maternity Policy

The fundamental elements of the Maternity Policy strategy shaped around the university's core values are:

Providing reliable and accessible services for mothers to continue their professional lives.

- 1.** Offering sufficient maternity leave periods to support mothers' time with their newborns.
- 2.** Providing equal leave periods for both new mothers and fathers.
- 3.** Arranging mothers' working hours to allow them more time with their children.

Objectives of the Maternity Policy

1. Ensuring sufficient maternity leave periods for mothers after childbirth.
2. Ensuring regular access to health check-ups for mothers during pregnancy.
3. Supporting female university employees in balancing their parenting roles with work and social life.
4. Increasing the commitment of students and staff through well-designed maternity practices.
5. Designing practices to help members of the institution balance their work, education, and personal lives.

Assessments are conducted to monitor the realization of these objectives, and corrective and continuous improvement measures are taken when necessary.