



BAKU
SLAVIC
UNIVERSITY



MATERNITY POLICY



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SECTION 1.

1.1. INTRODUCTION AND PURPOSE

Baku Slavic University (BSU) is committed to advancing gender equality, safeguarding women's rights in higher education, and promoting an inclusive, equitable, and sustainable institutional environment. Recognizing maternity as a critical component of women's health, well-being, and socio-economic participation, BSU affirms that pregnancy and motherhood must never limit a woman's access to education, employment, leadership, or equal remuneration. This Maternity Policy aligns with UN SDG 5 (Gender Equality), SDG 3 (Good Health and Well-Being), SDG 4 (Quality Education), and SDG 10 (Reduced Inequalities), forming a central pillar of BSU's commitment to inclusive governance and social sustainability.

1.2. INSTITUTIONAL PRINCIPLES

BSU acknowledges that supporting women during pregnancy and early motherhood requires more than compliance with national legislation; it demands proactive institutional mechanisms that guarantee equal opportunities, health protection, and academic and professional continuity. The University ensures equitable treatment, non-discrimination, and targeted support consistent with global gender-responsive higher education standards.



SECTION 2.

2.1. POLICY COMMITMENT TO EQUALITY AND SDGS

This policy directly supports BSU's commitment to gender equality, inclusive education, and institutional sustainability. It integrates global SDG frameworks into university governance and strengthens alignment with THE Impact Rankings through measurable support for women staff and students.

2.2. POLICY SCOPE (EMPLOYEES AND STUDENTS)

The policy applies comprehensively to all female employees, including both academic staff and administrative personnel, as well as to all women students who are pregnant, postpartum, or actively parenting. It covers individuals across all faculties, departments, and academic levels at Baku Slavic University (BSU), ensuring that support, protections, and accommodations are available regardless of position, seniority, or field of study. By encompassing the entire university community, the policy guarantees that no woman experiences disadvantage or discrimination due to pregnancy, maternity leave, or parenting responsibilities, thereby fostering an inclusive, equitable, and supportive academic and professional environment.



SECTION 3.

3.1. EMPLOYEE MATERNITY SUPPORT (LEAVE & JOB PROTECTION)

The University provides all female employees with paid maternity leave, fully protecting their position, salary grade, accrued benefits, and career progression during and after maternity leave.

3.2. FLEXIBLE WORK, REINTEGRATION, AND CHILDCARE FACILITIES

Upon returning to work, women are entitled to:

- flexible scheduling
- hybrid or remote work options
- gradual reintegration into full duties
- access to breastfeeding and childcare support facilities

No employee shall experience delayed promotion or reduced leadership opportunities due to maternity absence.

3.3. GENDER PAY EQUITY SAFEGUARDS

These measures reinforce BSU's compliance with equal pay for equal work and ensure that motherhood does not negatively affect salary progression or performance evaluation.



SECTION 4.

4.1. ACADEMIC FLEXIBILITY FOR STUDENT MOTHERS

BSU guarantees comprehensive academic flexibility for pregnant students and student mothers, including:

- adjusted attendance requirements
- deferred assessments
- extended assignment deadlines

These measures support equitable academic progression in line with THE Impact Rankings.

4.2. COUNSELING, ADVISING, AND WELL-BEING SUPPORT

BSU provides academic advising, psychological counseling, and guidance in navigating childcare responsibilities, ensuring student well-being and academic continuity.

SECTION 5.

5.1. HEALTH, SAFETY, AND MATERNAL PROTECTION MEASURES

BSU evaluates all workplaces and learning environments for risks to maternal health. Academic or work-related requirements that could jeopardize maternal well-being are adjusted immediately without penalty.



SECTION 6.

6.1. MONITORING OF PAY EQUITY AND ACADEMIC OUTCOMES

BSU conducts annual gender-disaggregated analyses of:

- pay equity
- workload distribution
- promotion trajectories

The University also monitors academic performance outcomes for pregnant or parenting students to identify and address structural barriers.

SECTION 7.

7.1. IMPLEMENTATION AND GOVERNANCE RESPONSIBILITIES

Implementation of the policy is overseen by:

- the Human Resources Department
- the Gender Equality and Inclusion Committee
- the Student Affairs Department

They ensure institutional guidance, compliance, and coordinated support across all faculties.

7.2. TRAINING, AWARENESS, AND INCLUSIVE LEADERSHIP

Annual training is provided to managers, supervisors, and HR personnel on maternity rights, gender equality, inclusive leadership, and safe campus environments. Awareness campaigns reinforce a culture of respect and empowerment.



SECTION 8.

8.1. POLICY REVIEW AND SDG 5 REPORTING

The policy is reviewed every two years. Evaluation findings are incorporated into the Annual SDG 5 Gender Equality Progress Report and used to strengthen gender-responsive policy implementation.

SECTION 9.

9.1. CONCLUSION

Through this Maternity Policy, BSU reaffirms its commitment to gender equality, inclusive education, and social sustainability. Maternity is recognized as a valued stage of life that enriches the academic community. BSU ensures that all women—staff and students—can thrive academically, professionally, and personally, strengthening the University's contribution to the UN SDGs and its standing as a responsible, ethical, and future-oriented institution.

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