



BAKU
SLAVIC
UNIVERSITY



PATERNITY POLICY



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SECTION 1.

1.1. INTRODUCTION

Baku Slavic University (BSU) recognizes that strengthening family well-being, ensuring gender equality, and supporting student and staff welfare are essential components of a modern and inclusive university environment. BSU affirms that fathers, partners, and non-gestational parents play an equally important role in the early development, health, and emotional stability of a child.

This Paternity Policy is aligned with:

- UN Sustainable Development Goal 5 – Gender Equality,
- SDG 10 – Reduced Inequalities,
- BSU’s commitment to equal opportunities, non-discrimination, and a family-friendly academic culture.

The University aims to ensure that every parent—regardless of gender identity, marital status, family structure, or employment type—receives institutional support during childcare responsibilities, without facing discrimination, academic disadvantage, or professional stagnation.

This Policy applies to all BSU employees (academic, administrative, technical) as well as students who are parents or primary caregivers.



SECTION 2.

2.1. NON-DISCRIMINATION AND EQUALITY

BSU prohibits discrimination based on gender, gender identity, parental status, employment category, or family structure.

The University ensures:

- Equal access to all paternity-related rights and benefits;
- Zero tolerance for negative treatment, retaliation, or career disadvantage for using paternity or childcare entitlements;
- Academic flexibility and equal treatment for student fathers.

These principles reinforce BSU's institutional commitment to an inclusive, equitable, and supportive academic environment.

2.2. SHARED PARENTAL RESPONSIBILITY

BSU acknowledges that encouraging fathers and partners to participate actively in childcare:

- Promotes women's full participation in academic and professional life;
- Reduces gender-based burdens in domestic responsibilities;
- Strengthens emotional bonds and child well-being;
- Supports BSU's vision of a gender-balanced and inclusive campus culture.

The University therefore ensures that both parents are empowered to share childcare responsibilities fairly and effectively.



2.3. WORK-LIFE BALANCE

BSU values work-life balance as a fundamental right and a key driver of productivity, well-being, and academic success.

All student and staff parents are entitled to supportive measures that allow them to:

- Participate in academic and professional activities;
- Fulfil their family responsibilities without disadvantage;
- Maintain physical, emotional, and mental well-being.

SECTION 3.

3.1. PATERNITY LEAVE

All eligible male or non-gestational parents employed at BSU are entitled to paid paternity leave, in accordance with national labor legislation.

BSU guarantees:

- The right to take leave immediately following childbirth or adoption;
- The possibility to adjust leave arrangements to accommodate family needs;
- Full protection of the employee's job position during and after paternity leave.

3.2. FLEXIBLE WORKING ARRANGEMENTS

BSU offers flexible options for employees following childbirth or adoption, including:

- Adjusted working hours,
- Remote or hybrid work arrangements,
- Temporary reduction of workload where necessary.



Supervisors are required to handle such requests fairly and supportively, ensuring that professional duties and family obligations remain balanced.

3.3. ACADEMIC FLEXIBILITY FOR STUDENT PARENTS

Student parents at BSU—including fathers, partners, and guardians—are entitled to academic support such as:

- Flexible attendance requirements,
- Extensions for assignments,
- Deferred exams or assessments,
- Additional academic advising and guidance.

These measures support barrier-free education and align with THE Impact indicators for student inclusion and well-being.

3.4. CHILDCARE SUPPORT AND FAMILY-FRIENDLY CAMPUS

BSU promotes a family-friendly campus by providing:

- Awareness sessions on shared parenting and early childhood support,
- Access to counseling, social assistance, or relevant external services,
- Commitment to expanding future childcare and parent-support infrastructure on campus.



SECTION 4.

4.1. INSTITUTIONAL OVERSIGHT

The implementation and coordination of this policy are overseen by the BSU Human Resources Department, which is responsible for:

- Monitoring the application of all paternity-related rights;
- Consulting regularly with staff and student representatives;
- Ensuring continuous improvement of family support mechanisms.

4.2. ANNUAL REPORTING AND EVALUATION

BSU conducts annual evaluations including:

- Number and duration of paternity and parental leaves;
- Rate of use of flexible work and academic accommodations;
- Staff and student satisfaction with family-support measures;
- The policy's impact on women's participation, retention, and advancement.

These findings are incorporated into BSU's annual SDG 5 progress report and submitted as evidence for THE Impact Rankings.

4.3. AWARENESS AND TRAINING

To ensure consistent understanding and implementation, BSU provides:

- Annual training modules for HR officers, managers, and faculty leaders on gender-responsive and family-inclusive practices;
- Orientation for new employees and students on paternity and parental rights;



- Awareness campaigns promoting shared parenting and family-friendly culture;
- User-friendly guides outlining rights, procedures, and support mechanisms.

SECTION 5.

5.1. CONCLUSION

By adopting this Paternity Policy, Baku Slavic University reaffirms its commitment to:

- Gender equality,
- Inclusive governance,
- Family well-being,
- Equal opportunities for all staff and students.

The Policy strengthens BSU's role as a socially responsible, inclusive, and forward-looking institution. It contributes directly to SDG 5 – Gender Equality and SDG 10 – Reduced Inequalities, ensuring that every parent—regardless of gender—can thrive academically, professionally, and personally within the BSU community.

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