İSTANBUL
OKAN ÜNİVERSİTESİ

PARENTING POLICY

Istanbul Okan University aims to create a supportive, inclusive and equitable institutional environment for students and employees during parenting, pregnancy, childbirth and postpartum periods. It seeks to ensure that parental responsibilities do not prevent academic, professional or social participation and promotes safe and fair working and learning environments grounded in gender equality, human rights and institutional responsibility.

Policy Core Actions;

- Develop and maintain supportive measures for employees and students during pregnancy, childbirth and postpartum periods.
- Ensure maternity, paternity and other parental leave rights are implemented according to legislation.
- Prevent discrimination associated with parenting, pregnancy and childbirth and strengthen equality.
- Provide and improve safe and healthy working and learning conditions during pregnancy.
- Develop measures supporting work–study–family balance.
- Support employees returning to work and students resuming studies after childbirth.
- Develop accessible support mechanisms for parenting needs.
- Support male employees' participation in parenting and encourage shared family responsibilities.
- Conduct information and support activities to raise parenting awareness.
- Plan, coordinate and implement parenting policy processes.
- Monitor effectiveness and continuously improve practices through the PDCA cycle.

