



— İSTANBUL —
OKAN ÜNİVERSİTESİ

Parenting Policy

Istanbul Okan University is committed to fostering an inclusive and supportive environment that promotes gender equality and ensures the active participation of women in academic, professional, and social life. In line with this commitment, a maternity leave policy has been implemented to support female employees and students before, during, and after pregnancy. This policy is aligned with Turkish labor law and international standards.

This policy applies to all female employees, academic staff, and students at Istanbul Okan University. It has been developed to ensure equal access to maternity leave support and to facilitate the work-study balance during pregnancy.

Female employees are entitled to maternity leave in accordance with Article 74 of the Turkish Labor Law No. 4857. In addition, the provisions of Law No. 6663 on the Protection of Family and Promotion of Population Growth are taken into account by the university.

Istanbul Okan University is committed to preventing any form of discrimination against pregnant women or new mothers in the workplace or academic environment. In accordance with Law No. 6701 of the Human Rights and Equality Institution of Turkey, discrimination on the grounds of pregnancy or maternity leave is prohibited.

The university ensures that employees and students returning from maternity leave are reintegrated into their roles or studies without prejudice and receive full support throughout the process.

Istanbul Okan University provides a safe and healthy working environment in compliance with the Occupational Health and Safety Law No. 6331. The working and learning conditions of pregnant employees and students will be adjusted as necessary to protect their health and safety.

In accordance with Turkish Labor Law No. 4857, male employees (or non-birth spouses) are entitled to paternity leave. This leave may be used to provide postpartum support to new mothers.

Istanbul Okan University aims to provide comprehensive maternity leave support for women, ensuring that pregnancy and childbirth do not hinder participation in university life. By offering a supportive environment for both students and employees, the university underscores its commitment to gender equality, well-being, and the empowerment of women.

This parenting policy is based on the following national and international legal frameworks:

- a. Article 74 of Turkish Labor Law No. 4857: Maternity leave and rights of female employees
- b. Law No. 6663: Part-time work and leave rights after childbirth
- c. Law No. 6701: Prohibition of discrimination based on gender, pregnancy, and maternity leave
- d. Occupational Health and Safety Law No. 6331: Health and safety of all employees, especially pregnant women
- e. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): This international convention, to which Turkey is a party, mandates the protection of women from discrimination and supports their maternity leave rights.