

Paternity & Shared-Parenting Policy

Approved : 2023

Next review : 2025

1. Introduction

ASOIU is committed to promoting gender equality, supporting work-life balance, and facilitating equal participation in academia and professional life for all staff and students. To foster a supportive environment for families and to help ensure that women's academic and professional engagement isn't constrained by caregiving responsibilities, this policy encourages shared parenting — by both gestational and non-gestational parents.

2. Objectives

This policy aims to:

- Enable non-gestational parents (fathers, partners) at ASOIU to actively engage in early childcare and family responsibilities.
- Promote flexible arrangements (work, study, campus services) that allow all parents to balance professional/academic and family lives.
- Support the continuity, retention and success of women (and men) in their academic programs and careers by addressing structural caregiving barriers.

3. Scope

This policy applies to all ASOIU staff (academic, administrative) and students who are non-gestational parents and require institutional support to fulfil childcare and parenting responsibilities.

4. Policy Statements

4.1 Paternity & Shared Parenting Leave

- Non-gestational parents at ASOIU are entitled to paid leave (in accordance with national legislation) immediately following the birth or adoption of a child.
- ASOIU may also provide extended or unpaid leave options to allow additional family time, subject to institutional approval.

4.2 Flexible Work and Study Arrangements

- ASOIU offers flexible scheduling options for parents, including remote/hybrid working, adjusted teaching or administrative hours, and online study options where applicable.

- These arrangements allow non-gestational parents to attend to parenting responsibilities while maintaining academic or professional commitments.

4.3 Childcare & Family Support Services

- ASOIU will provide access to on-campus childcare—or partner with local childcare providers—to assist parents in fulfilling study/work obligations while caring for children.
- Childcare services will be available during regular hours and may include extended options for special circumstances.

4.4 Health, Well-being & Parenting Support

- The university will offer health and counselling services tailored for parents, addressing the physical, emotional and mental well-being of staff and students in parenting roles.
- Workshops, mentoring programmes and resources will be made available to support all parents in balancing family and academic/professional life.

5. Monitoring & Review

- The ASOIU Human Resources Department (for staff) and the Student Affairs Office (for students) will monitor implementation of this policy, collect feedback from parents, and report annually on outcomes and improvement areas.
- This policy will be reviewed every two years (or as needed) to ensure alignment with best practices, changes in legislation, and evolving needs of the ASOIU community.

6. Governance & Implementation Guidelines

- Eligibility criteria, application procedures for leave or flexible arrangements, and associated administrative guidelines will be detailed in the “ASOIU Parent Support Procedures” document.
- Communication of the policy will be made to all incoming and current students and staff, via orientation sessions, the ASOIU website, and internal portals.