

POLTAVA STATE AGRARIAN UNIVERSITY'S PARENTING POLICY

Introduction. Poltava State Agrarian University (hereinafter referred to as PSAU) strives to create and maintain a supportive and inclusive working environment that promotes equal opportunities for all its employees. We believe that effectively balancing professional and family life is key to overall well-being and increased productivity. This policy is designed to support both women and men in fulfilling their family responsibilities, which in turn promotes gender equality and strengthens our corporate culture.

1. Purpose. To create favourable conditions for combining education/work with parental responsibilities, ensuring equal rights and opportunities for persons raising children.

2. Guarantees and rights.

For employees

Provision of all guarantees stipulated by the Labour Code of Ukraine, including maternity leave, childcare leave for children under three years of age (with the possibility of extension), and leave for single parents.

Possibility of flexible working hours or part-time work by agreement with management.

For students

Academic leave for pregnancy, childbirth and childcare, with retention of study place.

Option of individual study schedule, distance learning and postponement of exams and tests.

Access to electronic study materials.

3. Core principles.

1. Equal opportunities and inclusiveness: PSAU is committed to eliminating any form of discrimination that may hinder career growth and professional fulfilment. We create a space where every employee can unlock their potential, contribute to shared achievements and realise their leadership qualities.

2. Maternity leave: Female employees are entitled to leave in accordance with current Ukrainian legislation. The university fully complies with legal requirements regarding the duration and payment of such leave. Requests are treated with the utmost confidentiality and respect.

3. Support for new parents. Flexible working hours: Upon returning from parental leave, employees may, in consultation with management, request flexible or hybrid working hours (e.g., reduced working hours, remote work) if this does not interfere with the effective performance of their duties.

4. Parental leave: Married male employees are entitled to leave to support their partners during childbirth and the postnatal period, as provided for by law. Requests are processed promptly, encouraging men to take an active role in family responsibilities.

5. Support for nursing mothers: The university provides equipped nursing rooms where mothers can go to express milk. These rooms meet all comfort and hygiene requirements. Additional breaks during the working day are also provided.

6. Career development: Parental leave does not affect career advancement opportunities. Performance evaluations and opportunities for advancement are based solely on skills, experience, and personal contributions to the university.

7. Workload adjustment: Employees returning from leave can discuss potential workload adjustments with their managers. This ensures a smoother transition back to work and helps balance professional and family responsibilities.

8. Implementation and accountability. The Human Resources Department is responsible for informing all employees about the provisions of this policy. Heads of structural units undergo training to ensure its effective implementation and to consider relevant requests with due sensitivity and respect.

The university is committed to regularly reviewing and updating this policy to ensure that it complies with legislation and best international practices.

This policy demonstrates our commitment to creating a working environment that enables all people to effectively balance their professional and family responsibilities.