



Tashkent state
university of law



MATERNITY POLICY

Tashkent 2024



Maternity leave is one of the fundamental right of women. TSUL supports all related rights of women through governmental legislation system and has its own maternity policy which includes guidelines to give more optional opportunities for female staff and students.

Maternity Policy

I. Purpose and Applicability:

The purpose of this policy is to implement The Act of the Republic of Uzbekistan About Education (2020) <https://lex.uz/docs/5013009>. This policy applies to all eligible faculty of the Tashkent State university of law (TSUL) who are covered by the provisions of the Policy.

Under certain circumstances it is the policy of the TSUL to provide a faculty member with up to a maximum of twelve (12) weeks of unpaid leave during a twelve (12) month period for certain family and certain serious health condition reasons.



II. Terms and Definitions:

The following terms and definitions will apply for purpose of this policy:

A. Accrued Leave: Earned and unused annual, holiday, sick, and personal leave.

B. Alternative Position: A position to which a faculty member or a student may be temporarily reassigned during a period of intermittent leave and/or reduced schedule. The alternative position will have the same benefits and pay as the position from which the faculty member (or a female student's monthly paid scholarship) was reassigned.

C. Care: "to take care of" or "to care for". The term care is intended to be read broadly to include both physical and psychological care. The language applies to the period of inpatient care and home care as well.



D. Child: A person who is the son or daughter of a faculty member and who is under eighteen (18) years of age; or, eighteen (18) years of age or older and incapable of self-care because of a mental or physical disability during the period of the serious illness. The son(s) and/or daughter(s) may be the biological, adopted, step or foster child(ren) of the faculty member. A child is also someone who is the legal ward of the faculty member or someone for whom the faculty member has provided sufficient, notarized affidavit(s) and proof of financial dependence that he/she is standing in loco parentis.

E. Faculty Member: An employee who is covered under the provisions of Policy (1) whose date of hire is 6 months prior to the date of the requested leave, and (2) whose employment during the twelve months preceding the leave request was at least 50 percent or greater of full-time under a 6 month or longer contract, or who has been employed for at least twelve months (which need not be consecutive) and has worked at least 1,040 hours during the twelve months preceding the leave request.



F. Equivalent Position: A position at the institution to which faculty member will be restored upon the completion of the TSUL leave. The equivalent position shall have the same benefits, pay, and other terms and conditions of employment as the position from which the faculty member took leave.

G. Health Care Providers: There are doctors of medicine or osteopathy, podiatrists, dentists, clinical psychologists, optometrists, chiropractors (limited to treatment consisting of manual manipulation of the spine to correct a subluxation as demonstrated by x-ray to exist), nurse practitioners and nurse midwives, as authorized to contribute their help.

H. In Loco Parentis: "In the place of a parent; instead of a parent; charged, factitiously, with a parent's rights, duties and responsibilities." Any eligible faculty member claiming an in loco parentis relationship with a child, or any eligible faculty member claiming to be the child of an in loco parentis relationship may be requested to provide documentation of such relationship.



III. Reasons for Leave:

A faculty member is entitled to take a leave for the following reasons:

- . the birth of the faculty member's child,**
- . the placement of a child with the faculty member for adoption or foster care,**
- . the need to take care of the faculty member's child within a twelve (12) month period from birth or placement,**
- . the need to take care of the faculty member's immediate family member who has a serious health condition,**
- . the serious health condition of the faculty member.**



Tashkent state
university of law

IV. Compensation During Leave:

All types of compensations for pregnant women will conclude itself the general measurements of the The Decision of the Cabinet of Ministers of the Republic of Uzbekistan. On measures to regulate the appointment and payment of certain types of allowances.

<https://lex.uz/docs/-6978570>



V. Job Protection:

1. If the determination of an inability to hold the former position occurs after the leave begins, the Chief Executive Officer or designee will immediately notify the faculty member in writing of details associated with the decision and the details of the equivalent position to which the employee will be restored. The faculty member will have the right to return within fifteen (15) working days from receipt of such notice to keep his/her former position.

2. If there are reductions in the work force while the faculty member is on a leave and he/she would not have lost his/her position under the Article 215. Guarantees of keeping the employee's job (position) while on vacation <https://lex.uz/ru/docs/-6257288>. According to the institution's retrenchment policy(ies) if had he/she not been on leave, there is no obligation to restore the faculty member to his/her former or equivalent position.

3. A faculty member will be restored consistent with current, applicable, appropriate pay, benefits and other terms and conditions of employment.



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university of law**

VI. Facilities for children In campus:

Tashkent State University of Law (TSUL) offers support for pregnant women and new mothers on campus, which may include facilities such as a baby care room or a dedicated space for breastfeeding and child care. These rooms are typically designed to provide a comfortable, private environment for women who are balancing their academic or professional lives with maternity.

Such as many modern universities TSUL also have rooms equipped with basic amenities like seating, changing tables, and sanitary supplies for new mothers. TSUL, as an institution focused on inclusivity and support for its students and staff, have been implemented similar services.



Tashkent state
university of law

VII. Implementation Procedures.

Each Chief Executive Officer will identify his/her designee(s), if appropriate, for this policy; will develop procedures as necessary, for the posting, record-keeping and implementation of this policy; will communicate this policy and applicable procedures to faculty members of his/her institution; and will forward a copy of such designations and implementation procedures to the Rector.