



Policy Name:	Maternity and Paternity
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Code:	BAU 023	Published date	2016
Reviewed date	2018, 2020	Confidentiality status:	Public
Accreditation:	Board of Trustees		

#### Responsibilities:

Implementation:	All BAU's Academic Colleges, Administrative Units, Scientific Centers
Revision and improvement:	Development and Quality Assurance Center

#### Policy (Arabic):

تلتزم جامعة البلقاء التطبيقية بضمان حقوق كوادرها بتكوين ورعاية أسرهم من خلال مساعدتهم على الموازنة بين مسؤولياتهم الوظيفية ومتطلبات حياتهم الأسرية، وتأمين بيئة عمل تحافظ على صحة الأم وطفلها، ومنحهم الامتيازات كإجازة الأمومة و الأبوة مدفوعة الأجر، وإتاحة الفرصة للأم لرعاية أطفالها بشكل مستمر ( ساعة رضاعة يومية، وحضانة للأطفال في مكان العمل،...)، وكذلك توفير التأمين الصحي لهم ولأسرهم ، دون المساس بحقوقهم الوظيفية كالترقيات والفرص التأهيلية والتدريبية لهم.

#### Policy:

Al-Balqa Applied University is committed to supporting its academic and administrative staff in obtaining their reproductive rights, and helping them to balance between their job responsibilities and the requirements of their families , as well as enhancing their professional continuity , providing a work environment that preserve the health of the mother and her child, and grant staff privileges such as maternity and paternity leaves, and the opportunity for women to take care of her children continuously (breastfeeding leave, and nursery for children) as well as providing health insurance for their families, without prejudice to their employment rights such as promotions, qualifying and training opportunities.

#### Scope:

BAU Maternity and Paternity Policy is applied to all BAU's staff, and outsourcing services providers.

#### Objectives:

No.	Objective
1-	Improving family well-being and continuity of employment.
2-	Enabling women to combine their reproductive and productive roles successfully.
3-	Preventing unequal treatment at work due to their reproductive role.
4-	Promotion the equal opportunities and treatment in employment and occupation, without prejudice to health or economic security.
5-	Helping workers to balance between job and family responsibilities.

Al Balqa Applied University  
Al Salt - Jordan



جامعة البلقاء التطبيقية  
الأردن - السلط

**Related Procedures:**

No.	Procedure
1-	Developing regulations, instructions and legislative that related with Maternity and Paternity leaves.
2-	Supportive workplace.
3-	Paid leaves (Maternity and Paternity)
4-	Nursery for the staff's Childs.
5-	Health insurance for the staff and their families

**Signature**

Dr. Ahmad Mansour

Dr. Aiman  
Alawin.

