

	Maternity and Paternity Policy	Document No:	POL-22
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Abdullah Gül University supports and guides employees who are expecting or have recently become parents, ensuring a smooth transition during the maternity period while maintaining a healthy work-life balance. This policy applies to all pregnant university employees, regardless of their employment status (full-time, part-time, temporary, or permanent), including faculty, staff, and administrators.

The university is committed to providing equal opportunities and benefits to all employees and will not discriminate against individuals based on pregnancy, childbirth, or related medical conditions. On the same line, Abdullah Gül University complies with Article 5 of the Turkish Labour Act numbered 4857, which states, "No discrimination based on language, race, sex, political opinion, philosophical belief, religion, and sex or similar reasons is permissible in the employment relationship. Except for biological reasons or reasons related to the nature of the job, the employer must not make any discrimination, either directly or indirectly, against an employee in the conclusion, conditions, execution, and termination of his (her) employment contract due to the employee's sex or maternity. Differential remuneration for similar jobs or work of equal value is not permissible. Applying special protective provisions due to the employee's sex shall not justify paying him (her) a lower wage."