

University of Western Sydney (UWS)

The university's parental leave provision encompasses maternity leave, partner leave, adoption leave and foster parent leave. Staff who have completed 12 months of service are entitled to 20 weeks of paid maternity leave, 20 weeks of paid adoption leave, 6 weeks of paid foster leave if the child is under 5 and 3 weeks if the child is over 5, and 2 weeks of paid partner leave if they are the primary carer of their child but not entitled to maternity leave.

As part of the university's phased return to work policy, upon returning from maternity or adoption leave, staff may elect to work reduced hours for a period of up to 2 years. After the 2 year period, they may also apply for an additional period of reduced hours for consideration.

Each year on International Women's Day, the Vice-Chancellor hosts a function for the UWS community as well as members of the public. This event, which focuses on the announcement of the University's 'Women of the West Award,' is an opportunity to celebrate the achievements of women and inspire them to achieve their full potential.