


Maternity & Paternity Policy		
	POL #: QA-ADM-28	Version No: 2.0
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SR University (SRU) is committed to fostering a supportive and inclusive environment for staff, faculty, and students to balance their professional and personal responsibilities. In alignment with the National Educational Policy (NEP) 2020 and Sustainable Development Goals (SDGs), particularly SDG 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth), this policy outlines comprehensive provisions for maternity, paternity, and childcare support.

****The policy shall be read and interpreted along with the SRU Staff Handbook and Student Handbook for specific details.***

1. Maternity Policy

Objective

To support women's active participation in the workplace and academic settings by addressing their unique needs during pregnancy and early motherhood.

Provisions for Faculty and Staff

- *Maternity Leave:* Women employees are entitled to a paid maternity leave for the birth of their first and second child. For subsequent children, this leave is reduced.
- *Extended Leave:* Additional unpaid leave may be availed upon approval in case of medical complications or extended childcare needs.
- *Flexible Work Arrangements:* Women returning to work after maternity leave can request flexible schedules or remote work options.
- *Health and Wellness Support:* Dedicated lactation rooms, and wellness programs are provided to ensure physical and emotional well-being.

Provisions for Students

- *Attendance Flexibility:* Female students who are recent mothers are granted flexible attendance policies to accommodate their academic and childcare responsibilities.
- *Academic Adjustments:* Assignment deadlines and mid-term examination schedules may be adjusted upon request during maternity leave.

2. Paternity Policy

Objective

To encourage fathers to actively participate in childcare duties, thereby supporting women's professional and academic engagement.

Provisions for Faculty and Staff

- *Paternity Leave:* Male employees are entitled to paternity leave within one month of childbirth.

- *Extended Leave:* Fathers may avail additional unpaid leave for childcare responsibilities, with prior approval.

Provisions for Students

- *Academic Flexibility:* Male students can avail extensions for assignments and coursework deadlines if involved in early childcare responsibilities.

3. Childcare Facilities for Students

Objective

To enable student-parents, especially recent mothers, to attend university courses without compromising childcare responsibilities.

Provisions

- *On-Campus Childcare:* SRU will provide affordable childcare facilities within the campus for children.
- *Dedicated Spaces:* Childcare centers will include safe play areas, feeding rooms, and quiet spaces for infants and toddlers.
- *Subsidized Fees:* Subsidized childcare services will be offered to economically disadvantaged students.

4. Childcare Facilities for Faculty and Staff

Objective

To provide faculty and staff with convenient childcare solutions, promoting work-life balance and productivity.

Provisions

- *Childcare Centers:* On-campus childcare center with trained caregivers will be available for children aged 0-5 years.
- *Affordable Services:* Childcare services will be available at subsidized prices for all staff and faculty members.
- *Emergency Support:* Emergency childcare facilities will be available to address unforeseen needs.

5. Implementation and Monitoring

Grievance Redressal

- A dedicated grievance cell will address issues related to the implementation of this policy, ensuring confidentiality and resolution.

Accountability

- The Human Resources and Student Welfare departments will monitor the utilization and effectiveness of this policy, with annual reviews to ensure alignment with evolving needs and regulations.




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