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Paternity Leave and Support Policy

Introduction

This policy is provided to support non-gestational parents (fathers, partners, and other caregivers) in their active participation in childcare duties. This policy seeks to ensure that men and other non-gestational parents have the opportunity to support their partners in caring for a newborn, contributing to a more balanced division of labor at home and in the workplace.

Objectives of the Policy

- To encourage shared responsibility for childcare between parents, ensuring that women are not solely responsible for caregiving duties.
- To allow non-gestational parents to take time off to support their partners and bond with their newborns without facing career disadvantages.
- To foster an equitable work environment where both parents are supported in their roles, contributing to greater gender parity in family and professional life.

Implementations of the Policy

This policy applies to all male employees, including partners, husbands, and non-gestational parents (whether married or in a partnership) who are employed at SPIHER. Paternal leave is provided to the faculty and may be taken in a continuous period or in flexible blocks, as agreed with the department or supervisor. For cases involving adoption or surrogacy, the leave will be granted from the time the child is placed in the parent's care. Employees may request adjustments to their work hours or temporary telecommuting arrangements to accommodate the needs of childcare following paternity leave. SPIHER

encourages non-gestational parents to take part in any available childcare programs or support services to share the caregiving responsibilities with their partners. The Institute ensures that taking paternity leave will not affect an employee's career progression, performance evaluations, or access to training and development opportunities. SPIHER supports equal participation of both parents in childcare duties without any discrimination in the workplace. The Institute ensures that the faculty returning from paternity leave will be reinstated in their previous position or an equivalent role with the same terms and conditions.

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REGISTRAR

Registrar

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