



**ST. PETER'S INSTITUTE OF HIGHER EDUCATION AND RESEARCH**

(Deemed to be University U/S 3 of the UGC Act, 1956)

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## Policy Document for Paternity

<b>Policy Created on:</b>	<b>25/11/2020</b>	<b>Approved by:</b>
<b>Revision 1:</b>	<b>05/07/2023</b>	  <b>Registrar</b> St. Peter's Institute of Higher Education and Research (Deemed to be University U/S 3 of the UGC Act, 1956) Avadi, Chennai-600 054.
<b>Revision 2:</b>	<b>10/02/2024</b>	



### SDGs Directly Supported:

- **SDG 5 – Gender Equality**
- **SDG 8 – Decent Work and Economic Growth**

### SDGs Indirectly Supported:

- **SDG 3 – Good Health and Well-Being**
- **SDG 10 – Reduced Inequalities**
- **SDG 1 – No Poverty**



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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.

**01.02.2024**



**REGISTRAR**

Registrar

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The Paternity Leave and Support Policy is designed to recognise the essential role of fathers, partners, and non-gestational caregivers in the early stages of a child's life. This policy aims to create a supportive and inclusive environment where all parents are empowered to balance family responsibilities with professional commitments. By offering structured leave and flexible support, the institution encourages shared parenting and promotes the overall well-being of employees and their families.

This policy ensures that eligible employees can take dedicated time off to support their partner during childbirth or adoption, contribute to newborn care, and adjust to new family responsibilities. Providing paternity leave not only strengthens family bonds but also reduces the pressure traditionally placed on mothers, helping to create a more equitable division of childcare responsibilities.

Under this policy, employees are entitled to a period of paid or unpaid leave (as determined by institutional norms) immediately following the birth or adoption of a child. The leave can be availed either as a single block or in split durations, depending on the needs of the family. The institution also extends support beyond leave—such as flexible working arrangements, compassionate scheduling, counselling services, and guidance for new parents to ensure a smooth transition back to work.

By implementing this policy, the institution reinforces its commitment to gender equality, family welfare, and work-life balance. It recognises that enabling fathers and caregivers to participate fully in child-rearing leads to healthier families, improved employee morale, and a more inclusive organisational culture. Overall, the Paternity Leave and Support Policy supports the belief that parenting is a shared responsibility and that every family deserves time, care, and understanding.

## **Conclusion**

The Paternity Leave and Support Policy reflects the institution's commitment to fostering an inclusive, family-friendly, and gender-sensitive work environment. By recognising the vital role of fathers, partners, and non-gestational caregivers in early childcare, the policy promotes shared parenting and reduces the disproportionate burden traditionally placed on mothers. Through structured leave, flexible work options, and continued support services, the



institution empowers employees to manage family responsibilities without compromising their professional growth. Ultimately, this policy strengthens family well-being, enhances employee satisfaction, and contributes to a more supportive organisational culture where parenting is valued as a collective responsibility.