

**KLE ACADEMY OF HIGHER EDUCATION & RESEARCH
DEEMED-TO-BE UNIVERSITY, BELAGAVI**

Maternity Policy

Policy adopted on: 1st January 2024

Version: 1

Objective:

The Maternity Policy at KAHER Deemed-to-be University is designed to support women faculty, staff and students by providing a comprehensive framework that ensures a healthy work-life balance encourages their continued academic and professional participation and complies with the Maternity Benefit (Amendment) Act, 2017. The policy underscores the Deemed-to-be University's commitment to fostering an inclusive, supportive environment for women to thrive academically and professionally.

Key Provisions:

1. Maternity Leave:

KAHER Deemed-to-be University has an exclusive Maternity Leave Policy.

According to the policy,

- The lady teacher who has completed more than two years of services is entitled to full pay maternity leave for a period of 180 (one hundred and eighty) days for less than or up to two living children.
- The lady teacher appointed on probation or on temporary basis and who has put in at least two years of continuous services shall be eligible for maternity leave.
- The temporary lady teacher who is appointed on probation and who has put in continuous service for a period exceeding one year, but less than two years, shall be entitled to maternity of 90 (ninety) days on half pay, subject to having less than two children
- The temporary female teacher with less than one year service shall not be entitled to maternity leave and the period of absence shall be treated as extra-ordinary leave (leave without pay).
- The application for maternity leave shall be supported by medical certificate with Expected Date of Delivery (EDD).

Women students who are pregnant will be provided academic flexibility as provided by the regulatory councils such as semester breaks or extended deadlines, to support their education and reduce academic pressure.

2. Flexible Work Arrangements:

Post-maternity, employees may opt for flexible work hours for up to six months. This flexibility supports a smoother transition back to work while balancing personal responsibilities.

Faculty members returning from maternity leave may request adjusted schedules based on operational requirements. The Deemed-to-be University will provide access to medical consultations, counselling and other support services to assist mothers during pregnancy and postpartum.

3. On-Campus Childcare Support:

The Deemed-to-be University will strive to provide accessible on-campus childcare facilities to help new mothers manage childcare and work commitments seamlessly.

4. Breastfeeding Support and Lactation Rooms:

Designated and hygienic lactation rooms will be available on the Deemed-to-be University campus for breastfeeding mothers, ensuring they have a comfortable space for baby feeding.

5. No Discrimination in Career Advancement:

The Deemed-to-be University upholds a commitment to ensuring that maternity leave or childcare responsibilities do not negatively impact career advancement, promotions or access to opportunities.

6. Implementation and Monitoring:

The Deemed-to-be University will review this policy annually to ensure compliance with legal standards and responsiveness to employee needs. Regular feedback will be sought from women employees and students to enhance maternity support and encourage continued participation in all aspects of professional life.



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Registrar

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