SAI RAM INSTITUTE OF TECHNOLOGY

An Autonomous Institution | Affiliated to Anna University & Approved by AICTE, New Delhi
Accredited by NBA and NAAC 'A+' | An ISO 9001:2015 Certified and MHRD NIRF ranked institution
Sai Leo Nagar, West Tambaram, Chennai - 600 044. www.sairamit.edu.in
Founder Chairman : MJF. Ln. Leo Muthu

REF: SIT/SDG/2021-22

POLICY ON MATERNITY & PATERNITY

With effect from January 2019
Revised in January 2022

India has already transitioned to a nuclear family approach; it is challenging to have help from home. Moreover, working couples have shifted from their hometowns for jobs across different locations. The concern with starting a family and transitioning the pregnancy process is a phase that brings many questions. However, couples, as well as expectant mothers, should know the Maternity and Paternity Leave.

Sri Sai Ram Institute of Technology recognizes that employees may need to balance work obligations while expanding and caring for families. As per the The Maternity Benefit (Amendment) Act 2017, which was passed by the Rajya Sabha in the year August 2016, has nowalsobeenapprovedbytheLokSabhainthesameyear,March2017. We provide paid parental leave to eligible faculty members to allow time off for parents to bond with a new child following the birth, or adoption, of a child.

The Faculty Childcare Leave policy provides eligible faculty members with paid leave time to care for and bond with a new child.A faculty member who gives birth to a Child will be entitled to a twelve (12) week disability period immediately following the birth of a Child The faculty member shall be relieved from academic duties (including teaching, research, advising, and committee work) and receive full salary and benefits during the Childbirth Recovery Leave. The faculty member may also request the use of Childbirth Recovery Leave preceding the birth of a Child in circumstances where the faculty member is eligible to take Family and Medical Leave due to a pre-birth medical condition. However, under any circumstance a faculty member is eligible to take more than 12 weeks of Childbirth Recovery Leave. Based on the requirements.

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