



PROCEEDING OF THE REGISTRAR

F.No: VFSTR/Reg/A8/Policy/2023

Date: 25.07.2023

Sub: VFSTR- Paternity Policy –Reg

Order

Paternity Policy

Scope

This policy applies to all Vignan University employees and students across all campuses, irrespective of employment category, designation, or academic level.

Policy Statement

Vignan University is committed to ensuring that no employee or student faces disadvantage due to maternity or paternity responsibilities. The University provides paid leave, flexible working arrangements, and access to facilities to support parenting and family care.

Paternity Leave Provisions

- Male employees are entitled to 15 days of paid paternity leave, which can be availed within six months of childbirth.
- Adoptive fathers are also eligible for 15 days of paternity leave.
- Male students will be granted academic leniency and short-term leave during childbirth or adoption.

Facilities and Support Mechanisms

- The University should maintain on-campus childcare for working parents.
- Counseling and health support services are available through the University Health Centre.
- Flexible or remote work options may be considered post-maternity or paternity leave, based on departmental needs.

Responsibilities

- Heads of Departments are responsible for ensuring awareness and implementation of this policy.
- The Human Resources Department shall manage documentation, leave approval, and compliance with statutory norms.

Copy to

1. PA to VC
2. All Deans, Heads, Directors, Section Incharges
3. Master file


Registrar

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