



# DR. G.D.POL FOUNDATION'S Y.M.T. DENTAL COLLEGE AND HOSPITAL

Institution Area, Sector- 4, Kharghar, Navi Mumbai - 410210

ENRICHING MINDS, EMPOWERING FUTURE

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Date: \_\_\_\_\_

## Maternity, paternity and childcare benefits Introduction

The university provides pregnancy and childcare related benefits for the employees and students to promote a work - life balance. In accordance with the UGC rules and Maternity Benefit Act 2017 for maternity leave for female employees, the university provides the working woman of the constituent institutions to benefit maternity full pay in absence from work, for care of the child. Additional benefits for childcare are extended to the students and employees.

## Maternity Leave

Rules of leave:

Maternity leave with allowances and full pay shall be granted to women employees subject to the following conditions:

A woman employee is entitled to avail 182 days full-term maternity leave (inclusive of pre-natal and post-natal leave), only twice during her entire service. Maternity leave is also admissible in the case of miscarriage, in which case the leave shall not exceed 42 days.

Women employees eligible for maternity benefit under the ESI scheme shall apply accordingly. Such employees shall not be eligible for maternity benefits under the University rules.

Maternity leave is not admissible to a woman having two or more living children.

*M. J. Vadekar*

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Maternity leave shall be granted on the condition that such employee should serve or should have served the institution for a period not less than five years failing which, she shall repay to the University the salary drawn during the period of Maternity leave. The sanctioning authority shall obtain a declaration to this effect before sanctioning the leave.

Only women employees who have put in not less than 1 year of continuous fulltime service in the Institution shall become entitled for Maternity leave. Women employees appointed on purely temporary basis but with less than 1 year service are not entitled to paid leave.

Maternity leave is not debatable to earned leave account. Necessary entries may be made in the service register to ensure that Maternity leave is not sanctioned more than twice in the entire service of a woman employee including the Maternity leave sanctioned in case of a miscarriage.

g) Maternity leave may be clubbed with other kinds of leave. However clubbed leave above 200 days may be availed only with the sanction of the Vice-Chancellor, duly supported by medical advice.

### Paternity benefits

A male employee will be eligible to work on flexible timings for a period of two weeks following birth of child. This will be subject to following condition:

- Prior permission has to be obtained from Head of Institution.
- An employee will be eligible for this benefit only twice during service.

### Access to breastfeeding rooms

Employees and students at the University will have free access to the breastfeeding rooms in the campus

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## Child day care facilities

- (a) Creche facility is made available free of cost for children of employees and students
- (b) Employees, scholars and students of the university can utilise this facility when they are at work or pursuing academics.

## Subsidised health care

Employees and students are eligible for subsidised ante-natal care, child-birth services And post - natal care. Children of employees will also be eligible for subsidised health care.

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Prof. Dr. Meghna Vandekar

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**PREAMBLE:** The university is creating & maintaining a campus environment that is free of alcohol & substance abuse. The safety of the environment is threatened, harms the students, the educational process & the purpose of the student i.e. Education is being hampered. The best way to maintain an appropriate campus environment with respect to drugs & alcohol is Preventive education about the dangers of drug abuse and compassionate attention to the needs of those who may require help with alcohol or other drug-related problems.

## OBJECTIVES OF THE POLICY:

Following are the objectives of the Policy:

1. To provide a safe and healthy work environment and promote the general health and well being of its students and employees.
2. To take all necessary measures to prevent, curb and eradicate 'substance' abuse in the campus. To recognize abuse of or addiction to alcohol and/or drugs as a serious health problem. In order to have a safe environment free from drugs and alcohol, the University does not tolerate consumption or possession of drugs or alcohol by its students and employees
3. To deal with cases of abusing or suspected of abusing substances with sensitivity and discretion.

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## POLICY AGAINST USE OF TOBACCO PRODUCTS

**Preamble:** Tobacco use is a major risk factor for cancer and other diseases and is the single largest cause of preventable deaths worldwide causing premature death in half of its consumers. According to the global adult tobacco survey 2017, 28.6% of adults aged  $\geq 15$  years use some form of tobacco in India.

There are various laws and legislations for tobacco control in India. The Government of India enacted in 2004 its comprehensive tobacco control law the Cigarettes and other Tobacco Products Act 2003 (COTPA 2003) (prohibition of advertisement and regulation of trade and commerce, production, supply and distribution), to reduce tobacco use. This Act includes

- a) Section 4, prohibition of smoking in public places.
- b) Section 5, prohibition of advertisement of cigarettes and other tobacco products;
- c) Section 6, prohibition of sale of cigarettes or other tobacco products to anyone below the age of 18 years and in a particular area; and
- d) Section 7, prohibition on trade and commerce in production, supply, and distribution of cigarettes and other tobacco products.

While promulgation of a law is usually a onetime process, its implementation is a continuous and more difficult process to enforce. According to the Global Youth Tobacco Survey (GYTS), 2009, 14.6% of students in India, aged 13-15 years, use tobacco. To achieve tobacco control amongst youth, it is essential that there should be strict enforcement of the COTPA Act in the vicinity of educational institutions. The Government of India released the 'Guidelines for Tobacco-Free Schools/Educational Institutions' in 2019 and 'Step-by-Step Guidelines for implementation of Section 6b of the Act and Rules' in 2017.

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Since the premises of all educational institutions, are public places, smoking inside the premises of an educational institution is a violation of Section 4 of the COTPA. For Section 6b, no tobacco products must be sold in an area within 100 yards (about 91 m) of the premises. The primary objective of this study was to determine any violation of COTPA Section 4 (prohibition of smoking in public places) around educational institutions and Section 6b (prohibition of sale of tobacco products near educational institutions). The secondary objective was to report the findings to the District Education Officer and Superintendent of Police in order to sensitise them on the need for better enforcement of COTPA laws related to educational institutions.

## Need for the Policy

“Smoking Kills”; The use of Tobacco is associated with health hazards. Non-smokers in the vicinity of a smoker are also exposed to the effects of passive smoking. UGC and the Ministry of Education, Government of India, have been taking steps under the Central Act, 20017 & 2019, for strict compliance to ensure smoke-free educational institutions. Hence this Policy.

## Policy Guidelines

An Educational Institution (EI) will display “Tobacco Free Educational Institution” and a “Tobacco Free Area” signage at prominent places outside and in the premises such as on the boundary wall, the main entrance, the official notice boards and any such place where the management thinks that these would communicate the intended message effectively.

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No tobacco products will be sold inside the premises and in an area within 100 yards from the premises. Any violation should be reported to the National Quitline at 1800-11-2356. The display will also contain the penalties for each violation, as per rules.

will initiate steps to sensitize the faculty and staff of the university and constituent colleges on its commitment to a smoke-free campus.

A Nodal Officer, in-charge of implementation will be informed.

will ensure the prohibition of selling cigarettes and tobacco products in the campus. Regular checks on shops and other establishments will be carried out to enforce this. To remove all tobacco-industry advertising, promotions, and marketing inside the campus and from its publications/literature.

Nitte DU will involve NSS, Environment, Ecology Clubs of students and other student clubs for assisting the university authorities in organizing the seminars, workshops, conferences poster competitions for bringing awareness and ensuring a smoke-free/. tobacco-free campus for a healthy lifestyle among faculty, staff, students, visitors, and other stakeholders

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