



5.6.3 MATERNITY POLICY /Evidence(s)



THE-Impact Ranking


HEI: TRIDENT ACADEMY OF TECHNOLOGY

COUNTRY: INDIA

WEBSITE: <https://tat.ac.in/activities/>

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iv. Vacation Leave should be applied well in advance and got sanctioned before availing the same.

v. Vacation Leave may be curtailed or refused depending upon the exigencies of works.

9. Maternity Leave
The leave can be granted to all lady staff subject to the following conditions:

- (i) Should have completed the minimum of two years of satisfactory service.
- (ii) The maternity leave is limited to a maximum of 6 months only without pay.
- (iii) Should give an undertaking that they will work for two years after re-joining.

10. Medical Leave
For other ailments and hospitalization, the medical leave will be given on production of medical certificate and discharge certificate from recognized hospital. The actual days of hospitalization and treatment of the concerned employee will be adjusted against her/his EL

Plate 1- Maternity leave as a part of leave Policy

Plate 1- Maternity leave at Trident Academy of Technology is available to female staff who have completed at least two years of satisfactory service. The leave is unpaid and limited to a maximum of six months. Additionally, staff must agree to work for at least two years after re-joining.

PolicyLink-<https://tat.ac.in/wp-content/uploads/2024/11/Anti-discrimination-and-EqualEmployment-Opportunity-Policy.pdf>

DESCRIPTION

Trident Academy of Technology offers comprehensive parental support through two key indicators. Its Maternity Policy provides female staff and students with support during pregnancy, childbirth, and postpartum recovery, helping them balance academic or professional commitments with family needs. This policy enables women to thrive personally and professionally during this significant life phase. Maternity leave is available to all female staff who meet specific conditions: they must have completed at least two years of satisfactory service, the leave is capped at six months without pay, and they must commit to working for two years upon returning.