



Ref. No. KU/2024/Reg./NH/78

Dated 27.06.2024

OFFICE ORDER

Subject: Implementation of Policy on Maternity Leave and Support

Kalinga University is committed to promoting gender equality, women's well-being, work-life balance, family welfare, and a supportive workplace environment for its employees. Accordingly, eligible women employees may avail maternity leave and related support in accordance with applicable laws, the University's service rules, and leave regulations. The leave and support shall be provided subject to the prescribed eligibility, duration, application, approval procedures, and statutory requirements applicable to the University.

The University shall ensure that employees availing maternity leave are not subjected to discrimination, disadvantage, harassment, or adverse treatment on account of pregnancy, childbirth, maternity, breastfeeding, or legitimate childcare responsibilities. The concerned Heads of Departments/Schools and administrative authorities shall facilitate the leave process and provide necessary institutional support to eligible employees while ensuring continuity of academic and administrative responsibilities.

Dr. Sandeep Gandhi

Registrar

REGISTRAR
KALINGA UNIVERSITY
KOTNI, NEAR MANTRALAYA,
RAIPUR (CHHATTISGARH)

Copy to :

1. **Hon'ble Chairman** – For Kind Information
2. **Hon'ble Chancellor** – For Kind Information



KALINGA UNIVERSITY

Established under Chhattisgarh Private Universities (Establishment and Operation) Act, 2005

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3. Hon'ble Vice-Chancellor – For Kind Information - for Ashu
4. Hon'ble Director General – For Kind Information - for Prashant
5. DAA & COE – For Information. Vi
6. Director IQAC – For Information. lyuj
7. Director CCRC – For Information. For Ashu
8. Director Admission – For Information. Chis
9. Deputy Registrar & Head HR – For Information. For (Jg)
10. Chief Proctor – For Information. for- IS
11. DSW – For Information. for- IS
12. SDG Cell – For Information. lyuj
13. All Teaching & Non-Teaching Staff – For Information.
14. Research Cell – For Information. for- IS
15. Administrative Officer & Chief Warden/Hostel Wardens – For Information. A
16. Admission Department – For Information. Devarangun
17. University Coordinator – For Information. foola
18. Transport In-charge – For Information. for Dyalaw

REGISTRAR
KALINGA UNIVERSITY
KOTNI, NEAR MANTRALAYA
NAYA RAIPUR, CHHATTISGARH