



Param Pujya Dr. Babasaheb Ambedkar Smarak Samiti's
Dr. Ambedkar Institute of Management Studies & Research

Deeksha Bhoomi, Nagpur - 440010 (Maharashtra State) INDIA

An Institute recognised under section 2(f) and 12B

MBA Programme Accredited by NBA from 2019-20 to 2021-22

Accredited by NAAC with Grade 'A'

2022

Menstrual Leave Policy

MENSTRUAL LEAVE POLICY, 2022

Part - I

Introduction

Under the light of its core value of '*all-inclusiveness*', DAIMSR is committed to provide an inclusive environment to students throughout all stages of their lives. Experiences of menstruation can be very debilitating, yet we have been enculturated to mask their existence in workplace, institutes, and home. According to the Women's Health Concern around 80% of women experience menstrual pain at some stage in their lives. For 5-10% of women who menstruate, the pain, nausea, and psychological upheavals (PMS) are severe enough to disrupt their daily lives.

This brings to the fore a concern about pain management. That's where the concept of menstrual leaves comes from. The purpose of the Menstrual Leave Policy is to de-stigmatize the discussion of menstruation and to support students' needs during their menstrual cycle.

Part - II

Scope of Policy

This policy applies to all female students of the institute with effect from 1st September 2022.

Part -III

Objectives of Policy

1. To support students and bring comfort during their menstrual cycle.
2. To improve their well-being at institute and minimize any impact on attendance at work.
3. To create an inclusive environment and encourage students to ask for what they need, without any judgement.
4. Provide advice and information about the PMS and how they can be dealt with.
5. Supporting sensitive conversations.

Part -IV

Statement of Policy

DAIMSR strives to create and maintain an environment that brings menstruation to light. This policy supports students in their ability to adequately self-care during their menstrual cycle, while not being penalized by having to deplete their attendance. The menstrual leave policy of DAIMSR aims to provide students with the flexibility of taking two days' off as per requirement.

1. Students can apply for 'menstrual leave' in case of discomfort by giving an application to their mentor or faculty in charge: Women empowerment cell.
2. The leave granted will be for a maximum of two consecutive days a month and a maximum of 12 days a year, exception being the submission of a medical certificate by a doctor.
3. A medical certificate is required only when the leave period shall exceed the two days' limit.
4. The leave shall be compensated with full attendance.
5. Menstrual leaves cannot be carried forward.

Part -V


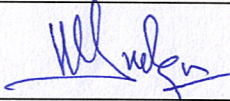
Guiding principles and practices

The institute encourages the development of sensitivity and normalizing conversations about menstruation and providing a restful environment to students by:

1. Orientation and workshops under women empowerment cell.
2. Menstruation-friendly washrooms equipped with Sanitary napkin vending machines, dustbins and destroyer.
3. First-aid kits with required medicines and hot water bags.
4. Counselling during mentoring sessions on menstrual hygiene.
5. Facility of separate restrooms for break or time off.
6. Reviewing deadlines and permitting extensions pertaining to academic submissions and other co-curricular activities.

Dr. Ambedkar Institute of Management Studies & Research, Nagpur

Approved by:

NAME	SIGNATURE	DATE
Dr. Sudhir Fulzele, (Director)		12-7-22
Dr. Mujahid Siddiqui (Coordinator-IQAC)		12-7-22

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