

Criterion-6: Governance, Leadership and Management (100)

6.3 Faculty Empowerment Strategies

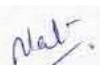
6.3.1 The institution has effective welfare measures for teaching and non-teaching staff

Welfare measures for teaching and non-teaching staff:

Teaching faculty and non-teaching staff members play a key role in the growth of the Institute and therefore providing welfare facilities and services at the workplace becomes vital to provide continuous improvements in work environment. These welfare measures include enriched physical and mental health to the employees and thus promote a vigorous and encouraging work atmosphere. It would also stimulate the employee's productivity and commitment to the Institute.

A comprehensive list of welfare facilities and services provided to the teaching and non-teaching staff at I²IT are enlisted below. These facilities and services are availed by them based on their eligibility and requirements at the appropriate time as per the prevailing norms of the Institute.

- Provident fund, Gratuity, Group accidental insurance cover
- Skill enhancement leave (for non-teaching), Study leave (for teaching faculty)
- Maternity benefit, Women empowerment programs, Free emergency medical aid
- Financial assistance, scholarships, fee relaxations and waivers for ward of employees
- Cafeteria and clean drinking water facilities
- Code of conduct and zero tolerance policy
- Smoke-free green campus, Hygienic work environment
- Campus security (24x7), CCTV at strategic locations
- Compensatory offs, Festival advances for class IV employees (on request)


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