



CENTRAL UNIVERSITY HARYANA

UNIVERSITY CRECHE POLICY

1. Preamble

Whereas the University recognises its institutional responsibility to promote the welfare, well-being, and holistic development of children of its employees and scholars; and

Whereas the provision of a safe, nurturing, and development-oriented childcare facility is integral to fostering an inclusive, supportive, and gender-sensitive academic and work environment;

Now therefore, the University hereby establishes the University Creche to provide space for the care and developmental needs of young children. The Creche shall function as a learning centre that promotes the physical, emotional, social, and ethical development of kids.

The Creche shall provide space for children to play, learn, and grow with decorum and care, while assuring parents and guardians of their children's safety and well-being during university working hours.

This Policy is framed to regulate the establishment and functioning of the University Creche in a transparent and accountable manner.

2. Title, Extent and Commencement

2.1. This Policy shall be called the "University Creche Policy."

2.2. It shall extend to all the existing and future campuses of the Central University of Haryana where a University Creche is established.

2.3. This Policy shall come into force from the date of its approval by the Hon'ble Vice-Chancellor of the University.

3. Scope of the Policy

3.1. The Policy shall apply uniformly to all eligible beneficiaries, subject to capacity, priority norms, and other conditions, as may be prescribed or amended from time to time.

4. Purpose and Objectives

4.1. The University Creche is established as a welfare and support facility to enable University employees, and research scholars, particularly working parents and single parents, to discharge their academic, administrative, and professional responsibilities without compromising the care and well-being of their children.

4.2. The Creche shall function not merely as a child supervision facility but as an activity-based early childhood care and learning centre, fostering holistic growth in a secure, inclusive, and nurturing environment.

4.3 The objectives of the Creche shall include:

- A. Ensuring safe, hygienic, and child-friendly care during University working hours;
- B. Promoting physical, cognitive, emotional, social, and ethical development through age-appropriate activities;
- C. Encouraging learning through play, exploration, creativity, and experiential engagement;
- D. Supporting work–life balance and gender equity within the University community.

5. Age Group, Eligibility, and Priority

5.1. The Creche shall cater to children within the age group as notified by the University from time to time.

5.2. Eligibility for Admission shall extend to:

- B. Children of University Employee;
- C. Children of research scholars enrolled in full-time Ph.D programmes of the Central University of Haryana;

5.3. Priority in admission shall be accorded to:

- A. Children of working parents;
- B. Children of single parents;
- C. Children of other eligible applicants, in order of registration.

5.4. Admission shall be subject to the availability of seats, compliance with prescribed procedures, and submission of the requisite documents.

6. Admission, Duration, and Withdrawal

6.1. Admission to the University Creche shall be made through an application process prescribed by the University.

6.2. A waiting list shall be maintained where applications exceed available capacity.

6.3. Admission shall ordinarily be granted for a specified period and may be renewed subject to eligibility and availability.

6.4. Parents/Guardians may withdraw their child from the Creche by providing prior notice, as prescribed.

6.5. The University reserves the right to discontinue admission in cases of persistent non-compliance with Creche rules, after due notice.

7. Infrastructure and Physical Facilities

7.1 The Creche shall consist of well-appointed indoor and outdoor facilities designed in accordance with child safety and developmental standards.

7.2 The indoor facilities shall include:

- A. Two or more adequately ventilated rooms with bright, cheerful décor and child-accessible learning materials;
- B. Temperature-regulated rooms, including air-conditioning during summer and warm indoor arrangements during winter;
- C. A children's library with age-appropriate books;
- D. Audio-visual learning resources for educational and recreational engagement;
- E. A designated rest and nap area suitable for infants and toddlers;
- F. A variety of indoor games, puzzles, and educational toys to support cognitive development, creativity, teamwork, and group participation.

7.3. The Creche shall maintain an open outdoor play area to encourage free movement, physical activity, and interaction with nature.

7.4. A dedicated on-site kitchen shall be provided for the safe warming and storage of children's food.

8. Educational Approach

8.1. The University Creche shall be guided by a child-centred and developmentally informed philosophy, recognising early childhood as a foundational stage for active learners who construct knowledge through experience, interaction, and reflection.

8.2. The pedagogical approach of the Creche shall emphasise learning by doing and activity-based engagement, enabling children to explore, experiment, question, and discover knowledge through direct participation rather than passive instruction.

8.3. The Creche shall provide a stimulating, flexible, and emotionally secure learning environment that enables children to engage with their surroundings, interact

meaningfully with peers and caregivers, and develop confidence and autonomy in learning.

8.4. Drawing inspiration from the rich traditions of Indian knowledge systems, the Creche shall promote educational values, mindfulness, and harmonious coexistence. Concepts reflected in educational traditions such as Gurukul, Lok-avidya, and Jeevan Vidya shall inform the Creche's emphasis on experiential learning, ethical sensibility, and the integration of knowledge with everyday life.

8.5. The learning environment of the Creche shall actively promote:

A. Creativity and imagination, through open-ended play, storytelling, theatre, music, visual arts, and creative self-expression;

B. Mindfulness and emotional awareness, through age-appropriate reflective activities, breathing exercises, and yoga-based practices;

C. Experiential engagement with nature, including gardening, caring for plants, interaction with natural materials such as soil, sand, water, leaves, and stones, and an early understanding of ecological balance.

8.6. The Creche shall recognise that every child is inherently capable and unique. The Creche shall encourage self-expression, problem-solving, cooperation, confidence-building, and a positive sense of self.

8.7. Caregivers and educators shall function as facilitators and attentive observers, providing guidance and emotional support while allowing children adequate freedom to explore, learn independently, and develop agency.

8.8. The Creche shall promote collaboration with parents and guardians, educators, child development professionals, and community members to create a nurturing learning ecosystem that is culturally rooted, socially sensitive, and open to diverse perspectives.

8.9. The overarching aim of the Creche shall be to create a joyful, secure, and meaningful space where children learn with happiness, think with curiosity, play with freedom, and grow with responsibility, thereby laying strong foundations for lifelong learning, ethical awareness, and engaged citizenship.

9. Individual Care and Inclusivity

9.1. Every child shall be treated with dignity and respect, recognising individual differences, abilities, and developmental pace.

9.2. The Creche shall foster an inclusive environment that encourages self-expression, confidence, cooperation, problem-solving skills, and positive social interaction.

9.3. Special attention shall be provided to children requiring additional care or emotional support, in consultation with parents or guardians.

10. Health, and Hygiene

10.1. The Creche shall maintain high standards of cleanliness, hygiene, and sanitation.

10.2. Admission may be subject to immunisation as prescribed.

10.3. Children suffering from contagious illnesses shall not be admitted until medically fit.

11. Safety, Security, and Emergency Measures

11.1. The University shall ensure a secure Creche environment through controlled access, visitor management, and child-safe infrastructure.

11.2. Emergency preparedness measures, such as fire safety and other emergency response protocols, shall be put in place in a phased manner.

11.3 Children shall be released only to authorised parents/guardians or persons duly nominated by them.

12. Staffing and Administration

12.1. The Creche shall be staffed with Creche staff in adequate numbers, maintaining appropriate caregiver–child ratios.

12.2. Creche Staff shall possess prescribed qualifications, undergo training, and adhere to a code of conduct as prescribed by the university from time to time.

13.1. Parental and Community Participation

13.1. The Creche shall promote collaboration with parents and guardians through regular communication and feedback.

13.2. Interaction with educators, child development experts, trainers, and community members, shall be given priority to enrich the learning ecosystem.

14. Fees and Financial Provisions

14.1. The University may prescribe a fee structure and exempt the Fee in exceptional circumstances.

14.2 The fee structure shall be subject to revision from time to time, as and when required, with the approval of the Hon'ble Vice-Chancellor's authority.

15. Grievance Redressal

15.1. A grievance redressal mechanism may be established to address concerns of parents/guardians in a timely and confidential manner.

15.2. Complaints shall be examined by a designated committee or person, and appropriate action shall be taken.

16. Monitoring and Review

16.1. The functioning of the Creche shall be periodically reviewed by the University to ensure quality, safety, and compliance.

17. Governance

17.1. The overall administration and supervision of the Creche shall vest in the University.

17.2. The University shall frame detailed rules, standard operating procedures, or guidelines consistent with this Policy for the effective functioning of the Creche.

18. Amendment and Interpretation

18.1. The University reserves the right to amend, modify, or repeal this Policy, in whole or in part, at any time, as deemed necessary.

18.2. Any question regarding the interpretation of this Policy shall be referred to the Hon'ble Vice-Chancellor, whose decision shall be final and binding.

19. Saving Clause

Nothing contained in this Policy shall prejudice or affect the application of any law, statute, or government regulation relating to child welfare, labour, safety, or education for the time being in force. The Vice-Chancellor shall exercise all the power for the smooth functioning and closure of the facility.