

## **Non-Discrimination Policy for Transgender**

**Adopted in: 2020**

**Last Updated in: 2024**

### **Application**

This policy applies to all students, staff, and visitors at Galgotias University.

### **Purpose**

The purpose of this policy is to ensure equal opportunities, respect, and a professional environment for all members of the university, regardless of gender identity. It affirms the university's commitment to fostering an inclusive and supportive community for transgender individuals.

### **Policy Statement**

Galgotias University is committed to creating a campus environment where all individuals are treated with dignity, respect, and equality, irrespective of their gender identity. This policy ensures that transgender individuals are given equal opportunities in education, employment, and all areas of university life.

### **Key Principles of the Policy:**

#### **1. Equal Treatment and Inclusive Environment**

- All employees, students, and visitors at Galgotias University have the right to be treated with fairness and respect, free from discrimination based on gender identity.
- The university is dedicated to fostering a supportive, safe, and inclusive environment for individuals of all gender identities.
- Every member of the university community, regardless of their gender identity, is entitled to respect, dignity, and equality of treatment.

#### **2. Compliance with the Transgender Persons (Protection of Rights) Act, 2019**

- Galgotias University fully complies with the provisions of the Transgender Persons (Protection of Rights) Act, 2019, as outlined by the Ministry of Law and Justice, Legislative Department.
- The university will continue to uphold the rights of transgender persons as prescribed by law, ensuring equal access to education, employment, and other services.

#### **3. Inclusive Education**

- The university is committed to Inclusive Education, ensuring that transgender students can learn alongside their peers in an environment free from discrimination, harassment, or intimidation.
- Teaching and learning methods will be adapted to meet the specific needs of transgender students, including ensuring access to appropriate facilities, resources, and support services.
- Policies and procedures related to gender identity will be in place to create a welcoming, respectful, and accommodating learning environment.

#### **4. Non-Discrimination in Employment**

- The university ensures that there is no discrimination against transgender individuals in any employment-related matters, including recruitment, hiring, promotion, compensation, or benefits.
- The university will offer equal opportunities for career advancement, training, and professional development for transgender employees.

#### **5. Legislative Compliance - Section 6, (1), (2), (3)**

- Galgotias University is fully committed to abiding by Section 6, (1), (2), (3) of the Transgender Persons (Protection of Rights) Act, 2019, which ensures that no citizen shall be excluded from any office, membership, appointment, or admission to any degree, diploma, certificate, or academic distinction based on gender, race, caste, religion, or any other characteristic.
- The university will ensure that transgender individuals are not excluded from any academic or professional opportunities on the basis of their gender identity.

#### **6. Definitions and Terminology**

- All terms related to gender identity and transgender persons used within this policy adhere to the definitions outlined in the Transgender Persons (Protection of Rights) Act, 2019.
- The university recognizes that gender identity is self-determined, and individuals have the right to express their gender as they see fit, without fear of judgment or discrimination.

#### **7. Awareness and Education**

- The university will conduct regular awareness programs for students, faculty, and staff to promote understanding of gender identity and the importance of inclusion for transgender individuals.
- Training sessions will be organized to inform the university community about the policy, legal rights, and best practices for ensuring a respectful and inclusive environment for all gender identities.

#### **8. Support Systems and Resources**

- Transgender students and staff will have access to counseling services, support groups, and legal assistance if needed.
- The university will work closely with support organizations to provide resources and create a network of allies within the university community.

#### **9. Confidentiality and Privacy**

- The university will respect the privacy and confidentiality of all individuals, including their gender identity and personal history.
- Information related to gender identity will not be disclosed without explicit consent from the individual, except where required by law.

#### **Conclusion**

Galgotias University is committed to upholding the rights of transgender students and staff by fostering an inclusive, respectful, and non-discriminatory environment. The university will continue to implement,

update, and strengthen policies and practices that ensure equal treatment and opportunities for all individuals, regardless of gender identity.

This policy aims to support transgender individuals in achieving academic and professional success while promoting dignity, respect, and equality for all members of the university community.