



O.P. JINDAL GLOBAL
INSTITUTION OF EMINENCE DEEMED TO BE
UNIVERSITY
A Private University Promoting Public Service



NON-DISCRIMINATION AGAINST TRANSGENDER PERSONS POLICY

Preamble

O. P. Jindal Global University (JGU), an Institution of Eminence as declared by the Government of India, is committed to nurturing the next generation of leaders who will make a positive impact on society. It firmly upholds its commitment and dedication in providing an equal, inclusive and diverse environment in which all members of the University are able to thrive and be respected and valued for their unique perspectives and contributions.

In addition to JGU's general policies on Non-Discrimination, Equal Employment Opportunity and Affirmative Action Policy, University has introduced very specific 'Non-Discrimination against Transgender Persons Policy' to provide a truly inclusive and conducive environment for all its members especially those who identify as transgenders, and strongly condemn any discrimination on basis of identity.

Definition

The word "transgender person" has been defined by Section 2 (k) of The Transgender Persons (Protection of Rights) Act, 2019.

(k) "transgender person" means a person whose gender does not match with the gender assigned to that person at birth and includes trans-man or trans-woman (whether or not such person has undergone Sex Reassignment Surgery or hormone therapy or laser therapy or such other therapy), person with intersex variations, genderqueer and person having such socio-cultural identities as kinner, hijra, aravani and jogta.

Core Principles

Our University policies will reflect our commitment to equality, educational opportunity, social justice, ethical behaviour, human rights, and academic freedom.

This encompasses the following core principles

- a. Fair and equal representation for all, allowing everyone in our community to contribute and reach their full potential
- b. Fostering and maintaining a safe environment of dignity, respect and inclusion for employees, students, and members of the communities we serve.
- c. Ensuring fair and inclusive access to our facilities, programmes, resources, and services, and working to make all of our policies and practices inclusive and equitable
- d. Advancing and building our workforce by assessing hiring practices and performance review procedures to attract, retain, and develop talented staff from diverse backgrounds
- e. Encouraging respectful and dignified behaviour amongst students, staff, and the wider JGU Community
- f. Our university has both a legal and moral obligation to treat any reports of discrimination as a serious matter, and has a zero tolerance policy for any discrimination on any ground.

Aims

- a. Prohibit discrimination against the transgender persons including denial of service or unfair treatment in relation to enjoyment of goods, facilities and opportunities available within the University.
- b. Provide inclusive education, sports and recreational facilities for transgender persons, without discrimination.
- c. Gender sensitization among the JGU community to protect our transgender persons and raise awareness about their rights.
- d. Establishment of proper effective mechanism to address any conduct creating an unpleasant or offensive, hostile, or intimidating environment for transgender persons.
- e. Creates a special point of contact and mental health support to deal with the mundane issues faced by the transgender persons
- f. Strict actions extending to penal consequences to address the issues of violence, harassment or discrimination faced by the transgender persons.

Expectation

As an institution, JGU is dedicated to ensuring all educators, staff, and administrators create a safe, welcoming, and inclusive learning environment.

To foster this environment of learning and inclusively, all staff and educators are expected to:

- a. Use appropriate names, pronouns, and other terms for transgender person
- b. Effectively communicate with students, faculty and parents/guardians about issues related to gender identity and gender expression.
- c. Engage in classroom management practices, curriculum, and resources that faculty and administrators can integrate into their classrooms to help build a more gender-inclusive environment for all students
- d. Provide a space to listen, provide feedback, and help address any questions or concerns staff and faculty may have related to transgender and nonbinary student inclusion.