

Policy of Non-discrimination policies for transgender

Policy No. NPT 2023

KARE/IQAC/NPT/2023/02



Approved by BoM on 24.01.2023

INTERNAL COMPLAINT COMMITTEE

KALASALINGAM ACADEMY OF RESEARCH AND EDUCATION
(Deemed to be University)

(Under the section 3 of the UGC Act 1956)

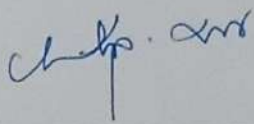
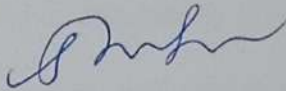
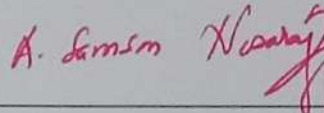

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(Under the section 3 of the UGC Act 1956)
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Policy Preparation and Verification Team

Prepared by	Dr. M.S. Revathy ICC, Member	
Reviewed by	Dr. R. Ramalakshmi, Presiding Officer	
Recommended by	Student Affairs	
Approved by	Vice Chancellor	

Policy on Non-discrimination policies for transgender

1. Equal Opportunity Policy

- **Policy Statement:** KARE is committed to providing equal opportunities to all individuals, regardless of gender identity or expression. Transgender individuals shall not face discrimination in admissions, hiring, promotions, grading, or any academic or employment-related decisions.
- **Implementation:** *Admissions, employment, and promotion processes will be based solely on merit and qualifications, without any bias toward an individual's gender identity.*

2. Anti-Harassment and Anti-Discrimination Policy

- **Policy Statement:** KARE has a strict zero-tolerance policy against harassment, discrimination, or bullying based on gender identity or expression. Transphobic behaviour, including verbal abuse, physical harassment, and discriminatory remarks, is strictly prohibited.
- **Implementation:** *A designated anti-discrimination committee will investigate all complaints of harassment or discrimination promptly, and appropriate actions will be taken to ensure accountability and a safe environment.*

3. Privacy and Confidentiality Policy

- **Policy Statement:** KARE respects the privacy of all students and staff. The gender identity or any medical information of transgender individuals will be treated with the highest level of confidentiality.
- **Implementation:** *Access to gender-related information will be restricted to authorized personnel only, and disclosure of such information will only occur with the individual's consent.*

4. Inclusive Facilities Policy

- **Policy Statement:** KARE is committed to providing safe, accessible, and gender-affirming facilities, including restrooms and changing areas. Transgender individuals are welcome to use the facilities that align with their gender identity.
- **Implementation:** *Gender-neutral restrooms and changing spaces will be made available, and facilities will be regularly reviewed to ensure inclusivity.*

5. Grievance Redressal Mechanism

- **Policy Statement:** KARE provides a dedicated grievance redressal system to support transgender individuals who face discrimination or harassment. Complaints will be handled confidentially, and individuals are protected against any form of retaliation.
- **Implementation:** *A safe and accessible reporting channel will be established, and complaints will be reviewed by a gender-diverse committee.*

7. Awareness and Sensitivity Training Programs

- **Policy Statement:** KARE will regularly conduct sensitivity and inclusivity training for all faculty, staff, and students to foster understanding and respect for transgender identities and experiences.
- **Implementation:** *Workshops, seminars, and guest lectures on gender diversity, allyship, and transgender rights will be organized regularly to ensure an inclusive campus culture.*

8. Diversity and Inclusion Monitoring

- **Policy Statement:** KARE is committed to monitoring diversity metrics to ensure accountability in promoting transgender inclusion and non-discrimination.
- **Implementation:** *An annual diversity report will be published, highlighting the institution's progress toward creating a supportive environment for transgender individuals.*



Vice-Chancellor

Dr. S. NARAYANAN

Vice - Chancellor

Copy submitted to the Chancellor & Vice Presidents - for the favour of information
CC to: Registrar, Controller of Examinations, Directors and Deans (Deemed to be University)
CC to: All HoDs with request to circulate among Faculty members and Web Admin
Anand Nagar, Krishnankoil - 626 126.