NON-DISCRIMINATION FOR TRANSGENDER POLICY

Date Created	12 March 2020	**Approved By**	Board of Management
Last Reviewed	05 April 2025	**Next Review Due**	August 2028
Version	1.0	**Owner**	Office of the Registrar / IQAC

1. Preamble

P. P. Savani University (PPSU), Gujarat, believes in equality, dignity, respect, and equal opportunities for all members of its academic community. The University is committed to providing a safe, inclusive, and discrimination-free environment for students, faculty members, non-teaching staff, and visitors, irrespective of their gender identity or gender expression.

This policy has been formulated with reference to the Transgender Persons (Protection of Rights) Act, 2019, the applicable Rules, and other relevant laws and regulations of the Government of India. It aims to protect transgender persons from discrimination and promote their equal participation in education, employment, campus life, and institutional activities.

2. Objectives

- To prohibit discrimination, harassment, victimisation, and unfair treatment against transgender persons.
- To ensure equal opportunities in admission, education, employment, training, and career development.
- To promote dignity, privacy, safety, and respect for individual gender identity.
- To facilitate fair access to campus facilities, healthcare information, counselling, scholarships, and mentoring.
- To establish accessible mechanisms for reporting and addressing complaints.
- To create awareness among students, faculty members, and staff about transgender rights and inclusion

3. Scope

This policy applies to all students, faculty, non-teaching staff, contract employees, and applicants for admission or employment at the University and covers conduct on campus, at university-sponsored events, and in university-provided digital spaces.



4. Legal Framework

- The policy shall be implemented in accordance with applicable Indian laws, including:
- The Constitution of India, particularly Articles 14, 15, and 21, concerning equality, non-discrimination, and dignity.
- The Transgender Persons (Protection of Rights) Act, 2019.
- The Transgender Persons (Protection of Rights) Rules, 2020.
- Applicable University Grants Commission regulations and other relevant government directions.
- Applicable laws and regulations concerning sexual harassment, workplace rights, disability, privacy, and grievance redressal, wherever relevant.

5. Prohibition of Discrimination

- PPSU shall not discriminate against any person on the basis of transgender identity or gender expression in matters within the University's authority. Discrimination includes, but is not limited to:
- Unfair denial of admission, enrolment, educational opportunities, or participation in university activities.
- Unfair treatment in examinations, academic assessment, attendance, or access to learning resources.
- Discrimination in recruitment, employment, promotion, training, or professional development.
- Harassment, bullying, intimidation, humiliation, derogatory remarks, or deliberate misgendering intended to demean an individual.
- Unfair denial of access to facilities or services on the basis of gender identity.
- Unauthorised disclosure of a person's transgender identity or confidential personal information.
- Retaliation against any person who makes a complaint in good faith or participates in an inquiry.
- All university members shall treat transgender persons with dignity and respect.

6. Equal Access to Education and Employment

The University shall provide equal opportunities to transgender applicants and existing students in accordance with applicable admission and academic requirements.

Transgender students shall have fair access to classrooms, laboratories, libraries, sports, cultural activities, internships, placements, research opportunities, and other university services.

Employment decisions shall be based on applicable qualifications, eligibility criteria, merit, and lawful procedures. Transgender employees shall receive fair treatment in workplace participation, training, professional development, and other employment-related matters.

7. Campus Facilities and Accommodation

The University shall work towards ensuring safe, accessible, and dignified access to campus facilities for transgender persons.

- Washroom access shall be managed with respect for individual dignity, privacy, safety, and applicable requirements.
- The University shall assess the feasibility of establishing gender-neutral or all-gender washrooms.
- Hostel and accommodation requests shall be considered respectfully, taking into account the individual's gender identity, privacy, safety, available facilities, and applicable rules.
- Reasonable arrangements shall be considered to facilitate participation in university activities without unnecessary barriers.
- No person shall be subjected to humiliation or unnecessary questioning concerning their gender identity when accessing university facilities.

8. Healthcare, Counselling, and Confidentiality

PPSU shall facilitate access to appropriate student counselling, mental-health support, and available healthcare information without discrimination.

Personal information concerning a person's gender identity, medical history, identity documents, or counselling records shall be handled confidentially and accessed only by authorised persons for legitimate purposes, subject to applicable law.

The University shall not require unnecessary disclosure of sensitive personal information. Students and employees shall be treated respectfully when seeking support.

9. Awareness and Sensitisation

The University shall organise appropriate awareness programmes, workshops, seminars, and orientation sessions to promote understanding of transgender rights and challenges.

Faculty members, administrative staff, security personnel, hostel wardens, counsellors, and grievance-committee members shall receive appropriate sensitisation to help them respond respectfully and effectively to concerns involving transgender persons.

The University may encourage student-led inclusion initiatives, awareness campaigns, and peer-support activities.

10. Scholarships, Mentoring, and Student Support

Transgender students shall be considered fairly for scholarships, financial assistance, mentoring, academic guidance, and other support opportunities according to applicable eligibility criteria.

The University may provide guidance regarding government scholarships and welfare schemes for which eligible students may apply. Additional support measures may be considered in accordance with applicable law, available resources, and approved university procedures.

Faculty mentors and student-support personnel shall assist students facing academic or personal difficulties without discrimination.

11. Complaint and Grievance Redressal Mechanism

Any student or employee who experiences discrimination, harassment, or unfair treatment may submit a complaint to the designated university grievance-redressal authority.

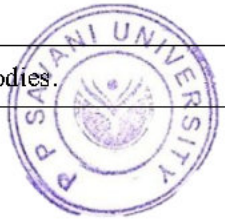
The University shall:

- Provide an accessible process for receiving complaints.
- Treat complainants and respondents fairly and respectfully.
- Maintain confidentiality to the extent permitted by law and necessary for a fair inquiry.
- Examine complaints promptly and take appropriate action under applicable rules.
- Protect complainants and witnesses from retaliation.
- Refer matters to the appropriate statutory committee or competent authority wherever required.

Complaints involving sexual harassment shall be handled through the legally applicable mechanism, including the Internal Committee where required. Other complaints shall be directed to the appropriate grievance-redressal authority.

12. Roles & Responsibilities

Role	Responsibility
Equal Opportunity Cell	Complaint handling, equity monitoring, and policy advisory role.
Human Resources	Non-discriminatory recruitment practice and sensitisation training.
Dean of Academic Affairs	Disability accommodation in academic processes.
Registrar's Office	Institutional compliance reporting to UGC/statutory bodies.



13. Monitoring & Review

The Equal Opportunity Cell shall submit an annual report to the Board of Management covering complaints received and resolved, equity indicators, and accommodation requests fulfilled. This policy shall be reviewed every three years or immediately upon a material change in applicable law.

14. Grievance Redressal

Complaints may be filed with the Equal Opportunity Cell or through the online grievance portal; complainants dissatisfied with the outcome may appeal to the Registrar within 15 days of the decision.

Dr Sateesh Biradar
The Registrar
P P Savani University, Surat.

P SAVANI UNIVERSITY

Registrar
P P Savani University