



SRI SRI UNIVERSITY

(Established under UGC State Private University Regulation 2003)

Sri Sri Vihar, Ward # 3, Bidyadharpur, Arilo, Cuttack, Odisha 754006

Name of Policy	Non-Discrimination for Transgender	Department responsible	Executive Registrar
Department	All	Prepared by	Captain C.S. Panda
Effective date	20.08.2020	Checked by	Director Operations
Last Review date	23.05.2023	Approved by	Executive Registrar
Number of pages	02	Reference number	330/90/2020/199

1. Purpose:

1. Purpose: Our society often mocks and exploits the Transgender community in public places and they are side-lined and treated as untouchables, forgetting the fact that there is a moral failure in society's unwillingness to include and embrace different gender identities and expressions, a mindset which is required to be changed. Transgender ought to be treated as equal citizens in every sense of the term. All help to be rendered to all help to the Transgenders in order to lead a life with dignity in society.

A person who does not identify with the gender assigned to them at birth. Transgenders Include trans-men & trans-women (whether or not they have undergone sex reassignment surgery or hormonal treatment or laser therapy, etc.), gender queers, and a number of socio-cultural identities, such as kinnars, hijras, aravanis, jogtas, etc.

All steps need to be taken to identify Transgender students in the university. Transgender students need to submit an affidavit that She / He/TG is Transgender along with a Certificate duly issued by an authorized person entrusted by the State Government stating that she/he/TG is transgender. While dealing with TG students, extreme care is to be taken in managing their special needs and creating an academic ambience congenial to Transgender students.

2. Responsibility Centre: All departments.

3. Procedure:

(a) Identify Transgender students and employees in the University and forward the list to the ER and DSA office.

(b) Protect the identity and self-respect of Transgender students and employees.

(c) Provide Transgender students and employees with proper educational ambience and help them to gain confidence, acceptance, and acknowledgement in society.

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- (d) Provide the support systems to bring Transgender students and employees into the mainstream societal framework and to offer adequate platforms for overall development.
- (e) Extend opportunities for education and employment.
- (f) Sensitize the teaching, non-teaching staff and student community so that there is no discrimination
- (g) Ensure that Transgender students and employees are treated as normal citizens with self-respect and dignity.
- (h) Educate students and staff regarding the removal of impediments existing in society against Transgenders from pursuing higher education.
- (i) Ensure penal action against persons who discriminate, harass, deny or violate the special rights given to Transgender students
- (j) Institution of proper mechanism and its effective implementation to address the issues of violence and harassment faced by Transgender students.
- (k) Include the Transgender category in the Application Forms and in all types of Certificates for courses in the University by using the pronoun TG, instead of 'He' or 'She' in certificates issued to Transgender students.
- (l) Reservation of additional seats in all courses for Transgender students. (m) Counselling to Transgender students.
- (n) Setting up a Transgender Safety Cell to coordinate and supervise the activities of Transgender students.
- (o) Organise programmes for the teaching and non-teaching community to sensitise on issues related to Transgenders.

4. Conditions. Nil

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23/5/23

Executive Registrar