

Policy on Non-Discrimination against Transgender Persons

Policy Statement

JGU is committed to upholding the dignity, equality, and rights of transgender persons within its campus community. This policy prohibits any discrimination, harassment, or exclusion based on gender identity or expression, in keeping with Indian legal frameworks such as the Transgender Persons (Protection of Rights) Act, 2019, and international human rights standards.

Scope

This policy applies to all members of the JGU community, including but not limited to students, faculty, staff, working professionals, or person(s) associated in any capacity with the University, both in India and abroad. This policy ensures that all members of JGU community including staff, and faculty are provided with an equitable and including environment, free from gender-based discrimination and harmful practices.

Definitions

Transgender person: One whose gender identity differs from the sex assigned at birth, including trans men, trans women, non-binary, and other gender-diverse identities.

Gender identity: One's personal sense of gender.

Gender expression: The external manifestation of gender through clothing, behavior, and appearance.

Prohibited Conduct

- I. Discrimination in admissions, recruitment, academics, housing, or services based on transgender status.
- II. Harassment, bullying, or victimization of transgender persons.
- III. Denial of access to facilities consistent with gender identity.
- IV. Misgendering or refusal to respect preferred name and pronouns.

Institutional Commitments

- I. Provide access to gender-inclusive facilities (e.g., restrooms, hostels).
- II. Offer support services, counseling, and health referrals sensitive to transgender needs.
- III. Protect confidentiality of gender identity and related information.
- IV. Educate the campus community on transgender inclusion and rights.

Reporting and Redress

- I. Establish confidential reporting mechanisms for discrimination and harassment complaints. Complaints can be filed confidentially through multiple channels:
 - a) Online reporting portal managed by the Anti-Discrimination Committee (ADC).
 - b) By email or written submission to the ADC Member Secretary, relevant faculty member, the Chief Proctor's Office, or Human Resources.
 - c) Oral complaints can also be made, with assistance from designated university officials.
 - d) Reports may be submitted by victims themselves, witnesses, or others acting on behalf of affected persons.
 - e) Complainants can choose to remain anonymous, which the university respects subject to the limitations of investigation requirements.
 - f) Timely reporting is encouraged to facilitate effective investigation and intervention.
- II. All complaints are treated with utmost confidentiality. Only personnel directly involved in the investigation and resolution process have access to information, and the identity of complainants and witnesses is protected to prevent retaliation or stigma.
- III. The University prohibits any form of retaliation against individuals filing complaints or cooperating in investigations. Protective measures and sanctions against retaliation are clearly enforced.
- IV. Upon receipt, complaints undergo impartial, thorough inquiry by the ADC or relevant committees, following established timelines.
- V. Complainants receive support from the university's Wellness Centre and other services throughout the process.
- VI. The ADC meets regularly to oversee complaint resolutions, monitor trends, and recommend policy improvements.
- VII. Ensure timely fair investigations (not more than 2 days of reporting), and protection against retaliation.
- VIII. Provide support and advocacy during resolution processes.

Awareness and Education

Incorporate transgender awareness and inclusion in orientation, training, and campus programming.

Monitoring and Review

Regularly assess this policy's effectiveness and update as necessary in consultation with transgender members.