



DATTA MEGHE

INSTITUTE OF HIGHER
EDUCATION & RESEARCH
(DEEMED TO BE UNIVERSITY)

LEARN. LEAD.

No.382F of 2024

Date:5.7.2024

Notification

It is for the information of all concerned that as approved by the Academic Council and Executive Council in its meeting held on 27.6.2024 and 1.7.2024 respectively, the Non Discrimination Policy for Transgender Individuals is hereby notified as under.

NON-DISCRIMINATION POLICY FOR TRANSGENDER INDIVIDUALS

Introduction

DMIHER (DU) is committed to creating an inclusive and supportive environment that respects the rights, dignity, and contributions of transgender individuals. Guided by the principles of equality enshrined in the Indian Constitution and in alignment with national laws—including The Transgender Persons (Protection of Rights) Act, 2019; The Transgender Persons (Protection of Rights) Rules, 2020; and the UGC Guidelines for Transgender Inclusion; this policy seeks to promote equal opportunity, access and prevent discrimination. Through this policy, DMIHER (DU) shall ensure that transgender students, faculty, and staff are valued members of our community, free to pursue their personal and professional goals within a respectful, inclusive and welcoming campus.

Purpose

The purpose of the Non-Discrimination Policy for Transgender Individuals is to ensure that transgender individuals have equal rights across all university programs, services, and activities, in line with the Indian Constitution and the principles of equality. This policy establishes a framework for addressing discrimination or harassment based on gender identity or expression, aiming to create an educational environment that respects the right to self-identify and provides affirmative support.

Need and Scope

This policy applies to:

1. All transgender students, faculty, staff, and visitors across DMIHER (DU) and its constituent institutions.
2. All aspects of university life, including admissions, employment, housing, facilities, academic programs, and extracurricular activities.

Objectives

1. The University shall recognize and respect each individual's self-identified gender, addressing individuals by their chosen name and pronouns, in accordance with The Transgender Persons (Protection of Rights) Act, 2019.
2. University records, forms, and databases shall accommodate individuals' self-identified gender, allowing respectful updates to names and gender markers as specified in The Transgender Persons Rules, 2020.

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- Conferred 'A' Grad status by H.R.D. Ministry Govt. of India.
- Re-accredited by NAAC (4th Cycle) with A++ Grade (CGPA3.78)

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3. The University shall provide access to gender-neutral restrooms, changing rooms, and residential options for transgender individuals, in alignment with the UGC Guidelines for Transgender Inclusion and the 2019 Transgender Persons Act.
4. Transgender students shall have access to housing accommodations that align with their gender identity, with specific housing needs addressed confidentially to maintain comfort and privacy.
5. Transgender individuals who experience discrimination or harassment shall have access to a confidential complaint process, managed by a committee trained in gender identity issues, as outlined in The Transgender Persons Rules, 2020.
6. The Internal Complaints Committee at the University shall handle incidents of harassment against transgender individuals, prioritizing their privacy and security, and promptly resolving complaints to maintain a safe and respectful campus environment.
7. The University shall conduct required training and sensitization programs for students, faculty, and staff on gender identity, inclusivity, and respect, in line with the UGC Guidelines and the 2019 Transgender Persons Act.
8. Awareness sessions on transgender rights and inclusivity shall be integrated into student and staff induction programs, fostering an understanding of equal rights and respect from the beginning of their association with the university.
9. Keeping with The Transgender Persons (Protection of Rights) Act, DMIHER (DU) shall provide counselling and mental health services tailored to transgender individuals, offering a safe space to discuss identity-related issues.
10. The Faculty Guidance Unit (FGU) and Student Guidance Unit (SGU) at DMIHER (DU) shall offer emotional support to transgender faculty and students, reinforcing a supportive and affirming academic and professional environment.
11. Transgender students shall have access to peer support programs that foster a sense of community and belonging within the university.
12. In accordance with The Transgender Persons Rules, 2020, DMIHER (DU) prohibits retaliation against any individual who reports discrimination or harassment based on gender identity, ensuring complaints are handled without fear of reprisal.
13. All information related to an individual's gender identity shall be handled with strict confidentiality by DMIHER (DU), shared only with parties involved in supporting or resolving the case, as per the 2019 Transgender Persons Act.

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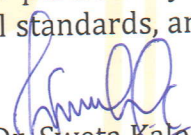
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14. The University shall regularly review this policy to ensure compliance with evolving laws and best practices. Annual feedback sessions shall be conducted to collect input from transgender students, staff, and faculty, aligning with guidelines in the UGC Transgender Inclusion Policy.

DMIHER (DU) reaffirms its commitment to sustaining a campus culture that celebrates diversity and upholds the rights of transgender individuals. This policy underscores the University's mission to create an environment where all members, regardless of gender identity, are empowered and supported in achieving their full potential.

This Non-Discrimination Policy for Transgender Individuals shall be periodically reviewed and updated as needed to align with current legal requirements, educational standards, and the evolving needs of the university community.


Dr. Sweta Kate Pisulkar
Registrar, DMIHER (DU)

Copy to:

1. Hon'ble Chief Advisor, DMIHER (DU)
 2. Hon'ble Vice Chancellor, DMIHER(DU)
 3. Hon'ble Pro Vice Chancellor, DMIHER(DU)
 4. The Chief Coordinator, DMIHER (DU)
 5. The Director General (Admin.), DMIHER (DU)
 6. The Executive Director, Quality Assurance (Academic Excellence)
 7. The Executive Director, Research & Development, DMIHER (DU)
 8. The Executive Director, DMIHER GLOBAL
 9. The Director, Off Campus, Wanadongri, Nagpur
 10. All the Heads of Institutions, DMIHER (DU)
 11. The Principal, FNTCN/SMCON, Wardha/Wanadongri
 12. All the Deans (Academics), DMIHER (DU)
 13. The Director, School of Advanced Studies, DMIHER (DU)
 14. The Director, SHER, DMIHER (DU)
 15. The Director, People & Planning, DMIHER (DU)
 16. The Director, Strategy, DMIHER (DU)
 17. The Director, Admissions
 18. The Director, Advanced Learning, DMIHER (DU)
 19. The Director, International, DMIHER (DU)
 20. The Dean, Examinations, DMIHER(DU)
 21. The Director, Examinations, Assessment and Evaluation, DMIHER (DU)
 22. The OSD, DMIHER(DU)
 23. The Finance Officer, DMIHER (DU)
 24. Deputy Director, HR
 25. AO/AOs/AAOs of all constituent colleges
 26. Website Incharge
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