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Medhavi Skills University

Policy on Non-Discrimination Against Transgender Persons

W.e.f.: 06th December 2025

The University is committed to ensure an inclusive, equitable, and diverse educational environment where every individual is respected, valued, and provided equal opportunities to learn, grow, and succeed. The University recognizes that diversity enriches the academic experience and strengthens the institutional community.

In alignment with its commitment to equality, social justice, human rights, and non-discrimination, MSU adopts this **Non-Discrimination Against Transgender Persons Policy** to ensure that transgender persons are treated with dignity, respect, and fairness in all aspects of university life. The University strongly condemns discrimination, harassment, exclusion, or unfair treatment based on gender identity or gender expression and is committed to creating a safe and supportive environment for all members of the University community.

Definition

The term **"transgender person"** shall have the meaning assigned under Section 2(k) of the **Transgender Persons (Protection of Rights) Act, 2019**, namely:

"A person whose gender does not match with the gender assigned to that person at birth and includes trans-man or trans-woman (whether or not such person has undergone Sex Reassignment Surgery or hormone therapy or laser therapy or such other therapy), person with intersex variations, genderqueer, and person having such socio-cultural identities as hijra, kinner, aravani, and jogta."

Core Principles

The policies and practices of Medhavi Skills University shall reflect the University's commitment to equality, educational opportunity, social justice, ethical conduct, human rights, academic freedom, and inclusion.

This commitment encompasses the following core principles:

a. Fair and equal representation for all individuals, enabling every member of the University community to contribute and achieve their full potential.

b. Fostering and maintaining a safe environment of dignity, respect, inclusion, and belonging for students, faculty, staff, and visitors.

c. Ensuring fair and equitable access to University facilities, programmes, resources, services, scholarships, and opportunities.

d. Promoting inclusive recruitment, development, evaluation, and advancement practices that value talent and diversity.

e. Encouraging respectful and dignified behaviour among students, faculty members, staff, and the wider University community.

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f. Recognizing the University's legal and moral responsibility to address all reports of discrimination seriously and maintaining zero tolerance for discrimination of any kind.

Aims

The University aims to:

a. Prohibit discrimination against transgender persons, including denial of admission, services, facilities, benefits, opportunities, or participation in University activities.

b. Provide inclusive education, training, sports, cultural, recreational, research, and co-curricular opportunities without discrimination.

c. Promote awareness and sensitization regarding gender diversity and transgender rights among students, faculty, and staff.

d. Establish effective mechanisms to address conduct that creates an unpleasant, hostile, intimidating, offensive, or discriminatory environment for transgender persons.

e. Facilitate access to counselling, mentoring, support services, and appropriate points of contact to address concerns and challenges faced by transgender individuals.

f. Take appropriate disciplinary action against acts of discrimination, harassment, bullying, victimization, or violence directed at transgender persons.

Expectations

As an institution committed to diversity, equity, and inclusion, Medhavi Skills University expects all educators, staff members, administrators, students, and stakeholders to contribute to a safe, welcoming, and respectful learning environment.

To foster such an environment, all members of the University community are expected to:

a. Respect the self-identified name, gender identity, and pronouns of transgender persons.

b. Communicate respectfully with students, faculty members, staff, and stakeholders regarding issues related to gender identity and gender expression.

c. Support inclusive teaching, learning, administrative, and workplace practices that promote participation and belonging for all individuals.

d. Help create a campus environment free from stereotypes, prejudice, discrimination, harassment, and exclusion.

e. Listen respectfully, provide constructive support, and address concerns related to transgender inclusion in a sensitive and professional manner.

f. Report incidents of discrimination or harassment through the University's designated grievance redressal mechanisms.

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Grievance Redressal

The University shall maintain appropriate mechanisms for receiving, investigating, and resolving complaints related to discrimination against transgender persons.

MSU shall:

- Ensure confidentiality and fairness in grievance handling.
- Protect complainants from retaliation or victimization.
- Provide access to counselling and support services where needed.
- Take timely corrective and disciplinary action where violations are established.

Commitment to Inclusion

Medhavi Skills University is committed to creating a campus environment where transgender persons can study, work, participate, and thrive without fear of discrimination or exclusion. The University shall continue to promote awareness, acceptance, dignity, and equal opportunity for transgender persons across all academic and administrative functions.

Review

The University shall review the implementation and effectiveness of this policy at least once every three years, or earlier if required.

