

**KLE ACADEMY OF HIGHER EDUCATION & RESEARCH  
DEEMED-TO-BE UNIVERSITY, BELAGAVI**

**Policy of Non-Discrimination against Transgender Persons**

**Policy adopted on: 1<sup>st</sup> January 2024**

**Version: 1**

**Objective:**

This policy is designed to ensure a respectful, inclusive and equitable environment for transgender persons across all levels of academic, administrative and campus life at KAHER Deemed-to-be University. Recognizing the rights of transgender individuals under the Transgender Persons (Protection of Rights) Act, 2019, this policy emphasizes non-discrimination, equal opportunity and dignity for transgender individuals in our Deemed-to-be University community.

**Key Principles:**

1. **Equal Opportunities:**

KAHER Deemed-to-be University will provide equal access to academic programs, employment, promotions and campus facilities, free from discrimination based on gender identity or expression. Admissions, hiring and advancement decisions will respect the right of transgender individuals to self-identify.

2. **Inclusive Campus Environment:**

The Deemed-to-be University is committed to fostering a safe and supportive environment for transgender students, faculty and staff. This includes awareness programs, sensitivity training and measures to prevent bullying, harassment or discrimination on the basis of gender identity.

3. **Respect for Gender Identity:**

At KAHER Deemed-to-be University Transgender persons will be respected in accordance with their self-identified gender. This includes the use of correct names and pronouns in official records and during interactions. The Deemed-to-be University will also allow for the updating of academic and employment records to reflect gender identity, without unnecessary procedures.

4. **Access to Facilities and Resources:**

All campus facilities, including restrooms, hostels and healthcare services, will be made inclusive. Transgender persons will have access to gender-appropriate or gender-neutral facilities according to their preference, ensuring privacy and safety.

5. Grievance Redressal:

The Deemed-to-be University will establish a dedicated committee or integrate gender inclusivity into the Internal Complaints Committee (ICC) to address and resolve complaints of discrimination, harassment or unfair treatment related to gender identity. All grievances will be handled with confidentiality, sensitivity and fairness.

6. Implementation and Monitoring:

The Deemed-to-be University will conduct regular sensitization workshops and educational programs to promote understanding and inclusivity around transgender rights and identities. An annual review of the policy will be conducted to assess its effectiveness and adapt to emerging needs.



**Dr. M.S. Ganachari**  
**Registrar**

**KLE Academy of Higher Education and Research**