

PROCEEDING OF THE REGISTRAR

F.No: VFSTR/Reg/A8/Policy/2023

Date: 18.09.2023

Sub: VFSTR – Non-Discrimination Policy for Transgender –Reg

Order

Non-Discrimination Policy for Transgender

Vignan's Foundation for Science, Technology and Research (Deemed to be University), Guntur, with University Grants Commission, Ministry of Education, Govt. of India clearly states that "The University shall be open to persons of either sex and of whatever race, creed, caste or class and no test or condition shall be imposed as to religious belief or profession in admitting or appointing members, students, teachers, workers or in any other connection whatsoever."

Anti-Discrimination Policy for Transgender Members

In addition to the general gender equality and anti-discrimination policies of the University, the following specific provisions are made for transgender members of the Vignan community:

1. The University policies will align with the definitions and guidelines outlined in the Transgender Persons (Protection of Rights) Act, 2019.
2. Access to washrooms, hostel rooms, and other facilities shall be aligned with the gender identity of the student, staff, or faculty member.
3. The University will consider creating gender-neutral washrooms and accommodations for transgender individuals who do not subscribe to binary gender identities.
4. Access to physical and mental healthcare is ensured through the University's healthcare system or insurance coverage. Confidentiality and anonymity regarding such matters will be strictly maintained.
5. Regular sensitization and awareness programs will be organized regarding rights and challenges faced by the transgender community. Members of grievance redressal committees will also be trained to understand specific issues concerning transgender persons.
6. Scholarships, fellowships, and mentoring opportunities shall be provided irrespective of gender status, with possible special provisions to promote the participation and empowerment of transgender individuals.

**VIGNAN'S**

Foundation for Science, Technology & Research

(Deemed to be UNIVERSITY)

-Estd. u/s 3 of UGC Act 1956

Implementation Authority

The Human Resource Department will implement this policy for staff and faculty members, and for students through various activities such as awareness programs, workshops, and seminars.

Monitoring

Monitoring will be carried out by the Human Resource Department for staff-related issues and by the Student Affairs Department for student-related matters. Oversight will be provided through the University's Internal Complaints Committee and Grievance Redressal Committee to ensure compliance and continual improvement of inclusion measures.

Copy to

1. P.A to VC
2. All Deans, Heads, Directors, Section Incharges
3. Master file

Registrar

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FOR SCIENCE, TECHNOLOGY AND RESEARCH
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