



# MANAV RACHNA UNIVERSITY

(Declared as State private University Vide Haryana Act No. 26 of 2014)  
Plot-B, Sector-43, Aravali Hills, Delhi-Suraj-Kund Road, Faridabad

## POLICY ON NON-DISCRIMINATION FOR THIRD GENDER

Manav Rachna University (MRU), Haryana, is committed to promoting an inclusive, equitable, and respectful environment for all its students, faculty, and staff, including members of the transgender and third-gender communities. This policy ensures equal treatment, equal opportunities, and freedom from discrimination based on gender identity or gender expression. The policy reflects MRU's commitment to uphold the *Transgender Persons (Protection of Rights) Act, 2019* ("the Act") and aligns with the Indian Constitution's commitment to social equality, justice, and respect for all individuals, regardless of gender.

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### Objectives

1. **Ensure non-discrimination** on the basis of gender identity or expression in all aspects of University life.
  2. **Provide equal access and opportunities** in admissions, employment, academic participation, extracurricular activities, and facility usage to all, including transgender persons.
  3. **Foster an inclusive environment** that acknowledges and respects gender diversity.
  4. **Raise awareness** among the University community about gender inclusivity and the rights of transgender and third-gender persons.
  5. **Promote sensitivity and inclusivity training** for staff, faculty, and students to encourage respect and understanding.
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### Scope of the Policy

This policy applies to:

- **Students, faculty, staff, and contractual workers** at MRU, regardless of gender identity.



- **University premises, including all buildings, hostels, classrooms, labs, offices, and off-campus locations** where MRU activities are conducted.
  - **Interactions with external visitors, contractors, and vendors** who engage with the University community.
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### Key Definitions

1. **Transgender Person:** As per the Act, a transgender person refers to anyone whose gender identity does not conform to the gender assigned at birth, including trans men, trans women, and people with non-binary or gender-fluid identities.
  2. **Third Gender:** A legal and social category recognized in India, representing individuals who do not identify strictly as male or female.
  3. **Discrimination:** Any direct or indirect treatment that limits or denies equal opportunities, benefits, rights, or privileges due to gender identity or expression.
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### Principles of the Policy

1. **Respect and Dignity:** Every individual at MRU has the right to be treated with dignity and respect, regardless of gender identity.
  2. **Equality of Access:** MRU ensures that all University programs, facilities, resources, and services are equally accessible to transgender persons.
  3. **Privacy and Confidentiality:** MRU will uphold the confidentiality of an individual's gender identity and related documentation, ensuring privacy in all official records.
  4. **No Retaliation:** Any person exercising their rights under this policy or supporting others in doing so shall be protected from retaliation, threats, or adverse treatment.
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### Non-Discrimination in University Admissions and Employment

1. **Admissions:** MRU will not discriminate against any applicant based on their gender identity or expression. All admission forms, records, and identity documents will respect the self-identified gender of the applicant.

2. **Employment:** Hiring, promotion, and compensation decisions will be made based on merit and qualifications without prejudice based on gender identity. MRU will ensure an inclusive recruitment process that is free from biases.
3. **Hostel Accommodation:** MRU shall provide hostel accommodation options that respect the gender identity of transgender individuals. Where feasible, gender-neutral or safe housing options will be provided to ensure comfort and safety.

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### Supportive Measures and Provisions for Third-Gender Individuals

1. **Gender-Neutral Restrooms and Facilities:** MRU will provide accessible, safe, and comfortable restroom facilities for transgender persons. Gender-neutral restrooms will be designated wherever possible.
2. **Student and Staff Support Programs:**
  - **Counseling Services:** MRU's counseling services will include resources for gender identity-related support.
  - **Peer Support Networks:** Establish peer support networks to provide a safe space for individuals to connect, share experiences, and seek guidance.
3. **Gender-Sensitization Workshops and Training:**
  - **Faculty and Staff Training:** Regular sensitization programs will be conducted for faculty and staff to raise awareness and understanding of gender identity issues.
  - **Student Orientation:** Sensitivity towards gender diversity will be an integral part of student orientation programs to build a respectful campus culture.
4. **Inclusive Language and Communication:** MRU will promote the use of inclusive language across all University communications, documents, signage, and official forms, ensuring that they reflect respect for gender diversity.

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### Complaint and Grievance Redressal Mechanism

MRU will have a **dedicated grievance mechanism** to address complaints of discrimination or harassment against transgender persons, handled by the **Internal Complaints Committee (ICC)** or an equivalent body.



#### 1. Complaint Process:

- Complaints related to harassment, discrimination, or any other grievances due to gender identity can be lodged with the ICC.
- The complainant has the option of keeping their identity confidential. If required, complaints may be submitted anonymously.

#### 2. Investigation Process:

- The ICC will ensure prompt, fair, and confidential investigations of complaints. Both the complainant and the respondent will have opportunities to present evidence.

#### 3. Resolution and Remedial Action:

- If discrimination or harassment is substantiated, appropriate disciplinary actions will be taken, including warnings, suspension, or expulsion, based on the severity of the case.
- MRU will strive to implement remedies that prioritize the well-being and dignity of the complainant while ensuring a fair outcome.

#### 4. Appeal Mechanism:

- If either party is dissatisfied with the ICC's findings or actions taken, they may appeal to a higher authority within the University. The appeal process will be conducted with confidentiality and transparency.

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### Privacy and Confidentiality

MRU respects each individual's right to privacy. Information related to a person's gender identity, name change, or transition process will be treated with the highest degree of confidentiality and respect.

- **Official Records:** Upon request, MRU will update a student's or employee's gender in official records, such as IDs, certificates, and academic transcripts, to reflect their self-identified gender.
- **Document Accessibility:** Access to sensitive records related to gender identity will be restricted to authorized personnel only.



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### Responsibilities of the University Community

To foster a culture of inclusivity, MRU encourages all students, faculty, and staff to:

1. **Actively promote gender inclusivity** through respectful behavior, inclusive language, and sensitivity towards gender identity issues.
2. **Challenge discriminatory attitudes or actions** towards transgender individuals.
3. **Participate in gender-sensitization initiatives** organized by the University, including workshops, seminars, and awareness programs.

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### Awareness and Outreach Initiatives

1. **Annual Gender Sensitization Week:** MRU will observe an annual week of activities, including seminars, workshops, and guest lectures to promote awareness and inclusivity.
2. **Collaborations with External Organizations:** MRU will collaborate with organizations, NGOs, and experts working on transgender and LGBTQIA+ issues to support and enhance its inclusion programs.
3. **Community Resource Center:** MRU will establish an on-campus resource center offering reading materials, counseling, and guidance on gender diversity and rights.

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### Review and Compliance

MRU's **Non-Discrimination Policy against Third Gender** will be periodically reviewed to ensure compliance with evolving legal standards and best practices. Amendments to the policy will involve consultations with transgender representatives within the University community.

