AMITY UNIVERSITY MAHARASHTRA

Revision History Non-Discrimination Policies for Transgender

Revision History Date	Comments
05 January 2020	Policy Created
09 July 2020	Minor changes
2nd March 2021	Minor changes
16 June 2022	Minor changes
15 June 2023	Minor changes

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Non-Discrimination Policies for Transgender

Date: 05 January 2020

SECTION 1: BACKGROUND AND PURPOSE

Amity University Maharashtra is responsible for giving equal opportunity andprofessional behavior to employees.

SECTION 2: SCOPE

The policy applies to all the employees, visitors, and other individuals connected with the University.

SECTION 3: POLICY STATEMENT

All employees and staff have the rights to be treated equally. There will not be any discrimination based on gender identity. The University provides a supportive, safe and protective environment to all gender identities. There will be all respect and support provided to all gender identities.

SECTION 4: PROCEDURE

(a) As per the Transgender Persons (Protection of Rights) Act, 2019 Dated 5th December 2019, issued by the Ministry of Law And Justice (Legislative Department), Amity University Maharashtra abides to avoid discrimination against transgender persons.
(b) Further, the University assures the "Inclusive Education" means a system of education wherein transgender students learn together with other students without fear of discrimination, neglect, harassment, or intimidation, and the system of teaching and learning is suitably adapted to meet the learning needs of such students.
(c) The University will not discriminate against any transgender person in any matter relating to employment, including, but not limited to, recruitment, promotion, and other related issues.

http://socialjustice.nic.in/writereaddata/UploadFile/TG%20bill%20gazette.pdf

As Stated in the Amity University Act 2014 (Mah. Act No. XIII OF 2014) Dated 24, June 2014, Reg. No. MH/MR/South-344/2014-16, as Stated in:

https://htedu.maharashtra.gov.in/wp-content/uploads/2019/01/Amity-University-Act-2014.pdf

(d) **Section 6, (1), (2), (3)** No citizen of India shall be excluded from any office of the University or membership of any of its authorities, bodies, committees, or from appointment to any post, or from admission to any degree, diploma, certificate or other academic distinction or course study on the ground of only of sex, race, creed, class, caste, place of birth, religious belief or profession or political or other opinions;

SECTION 5: DEFINITIONS

All definitions as per the Transgender Persons (Protection of Rights) Act, 2019 Dated 5th December 2019, issued by Ministry of Law And Justice (Legislative Department).

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Date: 09 July 2020

In continuation to the existing policy with effect from the 05 January 2020, the policy is reviewed, and the following points are added for better implementation at all levels.

(i) The Head of the Institute should conduct a special session once a year on all the school students to make them aware of the Transgender Persons (Protection of Rights) Act, 2019, issued by the Ministry of Law And Justice (Legislative Department).

(ii) Any discrimination that happened verbally written or inaction reported by the students or the employees should be reported to the Higher Authorities.

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Non-Discrimination Policies for Transgender

Policy Review Date: 2nd March 2021

In continuation with the Non-Discrimination Policies for Transgender,. theUniversity Committee as reviewed the Non-Discrimination Policies for Transgender on 2nd March 2021, and decided to keep the policy without any change.

AMITY UNIVERSITY MAHARASHTRA

Non-Discrimination Policies for Transgender

Policy Review Date: 16 June 2022

In continuation with the Non-Discrimination Policies for Transgender, the University Committee has reviewed the Non-Discrimination Policies for Transgender on 16 June 2022, and decided to keep the policy without any change.

AMITY UNIVERSITY MAHARASHTRA

Non-Discrimination Policies for Transgender

Policy Review Date: 15 June 2023

In continuation with the Non-Discrimination Policies for Transgenders, the University Committee has reviewed the Non-Discrimination Policies on 15 June 2023, and decided to keep the policy without any change.