



UNIVERSITY OF POONCH RAWALAKOT

Office of the Registrar

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Office Order

The Vice-Chancellor has been pleased to approve the policy for "Discrimination against Transgender".

The implementation of the policy shall be effective w.e.f. date of its submission i.e. 30-11-2021.

(Authority: UPR/Gen-01(T) Para-06/2022).


Assistant Registrar

No: UPR/UPR/Gen-01 (T)/ 1340 /2022

Dated: 24-5-2022

Distribution (for necessary action)

1. All Deans of the Faculties
2. All Directors/HoDs
3. The Convener University Ranking Committee
4. The Controller of Examinations
5. The Treasurer
6. The Audit Officer
7. The Assistant Registrar (Meetings)

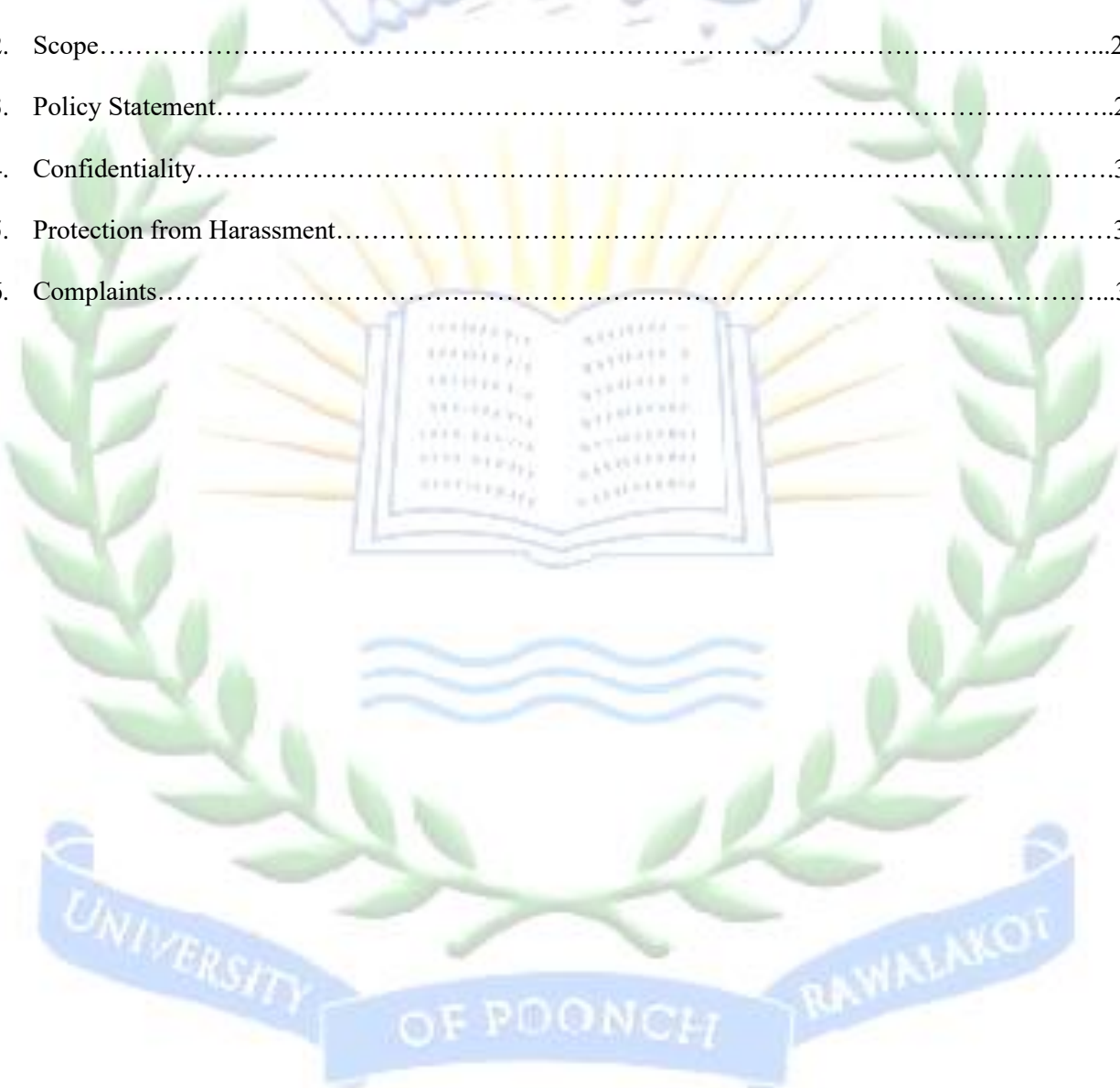
Copy for information/record

1. Secretary to the Vice-Chancellor
2. PA to Registrar
3. Master File
4. Concerned File

POLICY FOR DISCRIMINATION AGAINST TRANSGENDER

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The University of Poonch Rawalakot (UPR) is aware of and respects the diversity of gender, gender identity, and gender expression among its students. It promises to treat transgender, transfeminine, transmasculine, genderqueer, and non-conforming students equally. It pledges to establish a transgender-welcoming culture and learning environment free from prejudice, harassment, and victimization.

Trans* refers to people whose gender is different from or does not feel comfortable with their sex at birth. It includes non-binary and transgender individuals and encompasses a wide range of gender identities and expressions. In this article, we use the term "Trans*" to refer to anyone who was not biologically assigned to either the male or the female gender.

1. General

The aim of this policy is to set a framework for how the University will support students who express their gender identify different to their sex at birth. The policy will give more detail on how the University's strategic commitment should be applied to and how it will provide support to members of the University in meeting their legislative duties.

University of Poonch Rawalakot is committed to the development of a culture where all students may live, study and work without encountering prejudice or discrimination because of any of the "protected characteristics" as defined by the University Act Chapter II The University (Section-5). This policy's specific goal is to guarantee that no applicant, current student, or University graduate will be treated less favorably than any other person on the basis of gender identity or expression. This equality policy is to be followed at all times, whether it is before, during, or after a course of study.

2. Scope

This Policy applies to everyone who visits, works or studies with us and, more broadly, anyone associated with the University of Poonch Rawalakot. This includes staff, students, contractors, visitors and alumni, regardless of race or ethnicity, sex, disability, age, religion or belief.

3. Policy statement

The University will endeavor to undertake the following:

- No student will be unfairly treated or denied access to admission, registration, teaching, learning, or research because of their gender identity or expression.
- No student will be disadvantaged by any University systems, including but not limited to health and safety, personal conduct, complaints, or disciplinary procedures.
- No student will be treated unfairly in relation to the awarding of scholarships, grants, and other awards under the University's control or the provision of student support.
- Each trans* student will be treated as an individual and their needs will be met as necessary, appropriately, and sensitively when the University provides housing and other facilities.

- There should be no transphobic content or reliance on stereotypes in the current curriculum, reading lists, or examples of contemporary content. Any content from the past or a comparison that contains what is now known to be transphobic material must be distinctly labelled with a trigger warning.
- The University respects the confidentiality of each trans* student and no information will be revealed without the prior written agreement of the individual.
- Bullying and harassment are not tolerated by the university. Abuse, harassment, or bullying of transgender people is considered a serious disciplinary offence and will be dealt with in accordance with the University Act Chapter II The University (Section-5)
- The University respects each person's right to decide whether to be open about their gender identity and background. Without that person's consent, "outing" them could be considered harassment and a crime.
- To ensure that all trans* students feel welcomed, safe, valued, and supported in realizing their unique potentials, the university will anticipate and positively respond to the needs of each trans* student and alumni.
- The university pledges to establish and uphold a welcoming atmosphere that respects each trans* student and all trans* students. Regarding the right to study in dignity, to use university resources, and to maintain each trans* student's name and personal identity, the university ensures equality for the entire student body. The welcoming and respectful environment will be applicable to any student who is a part of the trans* community.
- The University commits to respecting each student's right to their unique gender identity and expression and to treating their status with discretion and sensitivity.
- The University pledges to take all reasonable steps to ensure that trans* and non-binary students have access to the necessary facilities on campus, such as restrooms that correspond to their gender identity or facilities that are gender-neutral.

4. Confidentiality

The University of Poonch Rawalakot respects the confidentiality of each of its students, and will not reveal sensitive information about trans* status without the prior agreement of the individual.

5. Protection from harassment

Abuse, harassment, and bullying are not tolerated at University of Poonch Rawalakot. Bullying and harassment that is transphobic may be grounds for disciplinary action, which may include expulsion.

6. Complaints

Any student who feels that the university has not complied with this policy may file a complaint through the university's complaints procedure if they are unhappy with "the university's action or lack of action, or about the standard of service provided by or on behalf of the university." Injustice or discrimination based on gender identity are examples of such grounds, as are persistent disrespect for a preferred name or pronoun, among other things.