



**D. Y. PATIL
EDUCATION SOCIETY
DEEMED TO BE UNIVERSITY**

KOLHAPUR

NAAC with 'A' Grade in 3rd Cycle

Diamond: QS I-GAUGE Indian University Ratings

Policy of Non-Discrimination for Transgender Persons

Address: 869, E, D Y Patil Vidyanagar, Kolhapur 416006

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Policy of Non-Discrimination for Transgender Persons

Purpose

D. Y. Patil Education Society (Deemed to be University), Kolhapur is committed to fostering an inclusive, safe, and respectful environment for every member of its community, regardless of gender identity or gender expression. This policy affirms the University's zero-tolerance stance on discrimination, harassment, or exclusion of transgender persons.

Scope

This policy applies to all staff and faculty, students, patients and their relatives, and visitors across all University campuses, colleges, hostels, and the University Hospital.

Policy Statement

The University prohibits discrimination on the basis of gender identity or expression in admissions, employment, promotion, healthcare delivery, hostel allocation, use of facilities, and participation in academic, co-curricular, and extra-curricular activities. Every individual has the right to be addressed by their chosen name and pronouns and to access facilities (restrooms, hostels, wards) consistent with their gender identity, subject to reasonable accommodation. It is pertinent to note that some people use more than one set interchangeably (e.g., "she/they"), and the respectful default is to ask someone their pronouns or use the ones they've stated rather than guess from appearance or name.

Healthcare and Patient Care

Transgender patients and their relatives visiting the University Hospital are entitled to dignified, non-judgmental, and confidential care. Staff must use correct names and pronouns as desired by them, and ensure privacy during examination, admission, and treatment.

Reporting and Redressal

Any staff member, student, patient, relative, or visitor experiencing or witnessing discrimination based on gender identity may report the matter to the Anti-Discrimination Cell, which investigates complaints, recommends corrective action, and conducts periodic sensitisation and awareness activities to reinforce an inclusive campus culture.



Responsibilities

Heads of Institutions, Heads of Departments, Hostel Wardens, and Hospital Administration are responsible for implementing this policy within their areas and ensuring staff receive periodic sensitisation training.

Review

This policy will be reviewed periodically by the University to remain consistent with applicable law and best practice, including the Transgender Persons (Protection of Rights) Act, 2019.



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