



**Achieve gender  
equality and  
empower all  
women and girls**

### 5.6.2 Transgender Inclusion and Gender Identity Guidance

SPIHER is committed to creating an inclusive environment in which transgender, non-binary, and gender-diverse students and staff are fully respected and supported. Discrimination, harassment, or victimisation on the basis of gender identity, gender expression, or gender reassignment is not tolerated.

SPIHER recognises each individual's right to define their own gender and will support students and staff in living in accordance with their affirmed identity. This includes providing respectful use of names and pronouns, ensuring access to appropriate facilities, and maintaining confidentiality regarding gender history or transition-related information.

Students or staff undergoing social or medical transition will be offered guidance, practical support, and clear processes for updating records, IDs, and university systems. Relevant teams (e.g., HR, Student Services, Academic Departments) will work together to ensure a smooth and respectful experience.

Training and awareness resources are provided to staff to promote inclusive language, reduce bias, and ensure a safe and welcoming campus culture. The university regularly reviews its policies and procedures to ensure they reflect best practice in supporting transgender and gender-diverse members of the community.



**ST. PETER'S INSTITUTE OF HIGHER EDUCATION AND RESEARCH**

(Deemed to be University U/S 3 of the UGC Act, 1956)

AVADI, Chennai – 600 054. Tamil Nadu.

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## Policy Document for Gender

Policy Created on:	25/11/2020	Approved by:
Revision 1:	05/07/2023	  Registrar St. Peter's Institute of Higher Education and Research (Deemed to be University U/S 3 of the UGC Act, 1956) Avadi, Chennai-600 054.
Revision 2:	10/02/2024	



### SDGs Directly Supported

- **SDG 5 – Gender Equality**
- **SDG 10 – Reduced Inequalities**
- **SDG 16 – Peace, Justice and Strong Institutions**

### SDGs Indirectly Supported

- **SDG 1 – No Poverty**
- **SDG 2 – Zero Hunger**
- **SDG 3 – Good Health and Well-being**
- **SDG 4 – Quality Education**
- **SDG 8 – Decent Work and Economic Growth**
- **SDG 17 – Partnerships for the Goals**



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## **Gender Policy**

### **Introduction**

St. Peter's Institute of Higher Education and Research (SPIHER) is committed to completely eliminate gender discrimination. The ICC works to promote gender sensitivity in the Institute and conduct diverse programmes to educate and sensitize both male and female members and produce cordial and harmonious atmosphere in the campus. The principle of equality and non-discrimination ensures human rights are exercised by each and every member of the Institute regardless of gender, nationality, place of residency, sex, ethnicity, religion, colour, disability, economic and social strata. SPIHER promotes equal participation in leadership and economic opportunities for women and works for the welfare of the student and faculty towards preparing them in to competent professionals to take up greater challenges in the academic sphere. Women academicians and administrators head various Departments/ Centres of the Institute on par with men. SPIHER provides safe and secure work environment that is free from any discrimination in line with its policy of zero tolerance to sexual harassment. Merit and non-discrimination in all aspects are followed in recruitment of staff and admission of students to the Institute.

### **Objectives of the Policy:**

- To describe the social construction of gender.
- To understand different types of gender roles and development.
- To support women and girls in the realization of their full human rights to advance the equal participation with men.



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- To strengthen protection of Women in different circumstances and ensure that the grievance is addressed immediately without much delay.
- To make known that merit and non-discrimination in all aspects are to be observed in recruitment of staff and in admission of students.

### **Implementation of the Policy:**

- Constitution of the Internal Complaints Committee (ICC) to monitor the issues relating to sexual harassment at work place by periodical meetings.
- Conduct of Workshops and Seminars to sensitize and recognize the potential and capabilities of the women and make the women themselves realize and assertive of their capacities and skills and get mainstreamed their needs, concerns, demands and move towards gender equality.
- Steps to create, support systems to reduce the gender gap in academic and administrative domains by establishing Gender Champions, Centre for Women Empowerment, Equal Opportunity Cell, Counselling facilities and Students Clubs with equal representation of boys and girls.
- Recruitment policy is to ensure merit and without any discrimination in the selection of staff in teaching and administration according to the Constitution of India.
- Admission policy is to ensure the enrolment of students to various programmes of study on merit and without any discrimination as per the norms of statutory bodies.

**01.02.2024**

**REGISTRAR**



**Registrar**

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## Policy Document for Equality and Non-Discrimination

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### SDGs Directly Supported:

- SDG 5 – Gender Equality
- SDG 10 – Reduced Inequalities

### SDGs Indirectly Supported:

- SDG 5 – Gender Equality
- SDG 16 – Peace, Justice and Strong Institutions
- SDG 4 – Quality Education



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## **EQUALITY AND NON-DISCRIMINATION POLICY**

### **Introduction:**

The Institute is committed to promoting equality, eliminating discrimination, and ensuring fair treatment for all members of its community. This policy establishes the Institute's commitment to provide an inclusive environment where no individual is disadvantaged nor discriminated against, on the grounds of ethnicity, religion, belief, disability, immigration status or gender. The Institute values diversity as a strength that enriches learning, teaching, research, and campus life. The Institute strives to ensure that every individual has an equal opportunity to participate, contribute, and benefit from all aspects of Institute life.

### **SCOPE**

This policy applies to:

- All Current and Prospective Students
- All Academic, Administrative, and Support Staff
- All Visitors, Contractors, And Volunteers
- All University-led, Sponsored or Affiliated Programs, Activities, and Events and covers all aspects of the Institute including admissions, employment, teaching and learning, research, campus services, housing, and participation in student life.

### **Objectives of the Policy**

1. To prohibits discrimination, harassment, or victimisation on the grounds of ethnicity, religion or belief, disability, immigration status, or gender.
2. To ensure equal access to education, employment, facilities, and services for all members of the University community.
3. To provide reasonable accommodations and support to individuals with disabilities or specific needs.





4. To respect and accommodate religious and cultural practices, provided these are consistent with the principles of equality, safety, and academic integrity.
5. To recognise gender diversity and commit in supporting individuals' rights to express their gender identity freely.
6. To protect individuals' rights regardless of immigration or citizenship status, within the limits of applicable law.
7. To promote an environment of mutual respect, inclusivity, and dignity in all interactions and activities.

## **RESPONSIBILITIES**

Provide oversight and ensure institutional compliance with equality obligations.

### **Vice-Chancellor / President:**

Ensure leadership commitment, accountability, and resource allocation for effective implementation.

### **Deans and Directors**

Promote and monitor adherence to this policy in their respective areas.

### **All Staff and Students**

Treat others with respect and dignity, and actively contribute to maintaining an inclusive environment.

## **Implementation of the Policy**

The Institute provides training and awareness programs on equality, inclusion, and unconscious bias and ensures accessible facilities and learning materials for individuals with disabilities. The Institute incorporates inclusive design in communications, curriculum, and events and monitors recruitment, admissions, and participation data to identify and address inequalities if any. The Institute ensures to support religious observance through designated spaces and reasonable accommodations where necessary. Gender diversity is supported through inclusive language, policies, and facilities. The Institute regularly reviews policies, procedures, and data to ensure compliance and effectiveness. An annual report will be submitted to the Institute authorities outlining progress and areas for improvement. This policy will be formally reviewed every three years, or sooner if legislative or institutional changes occur.





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## **REPORTING, COMPLAINTS, AND RESOLUTION**

Any individual who believes they have experienced discrimination or harassment based on ethnicity, religion, disability, immigration status, or gender may submit a formal complaint through the University's Complaints or Grievance Procedures. All reports will be handled with sensitivity, fairness, and confidentiality. The Institute will take prompt and appropriate action in response to any substantiated complaint.

**01.02.2024**

**REGISTRAR**



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At SPIHER, we believe that every person should feel safe, respected, and valued for who they are. As part of our commitment to SDG 5: Gender Equality, we work to make sure that transgender, non-binary, Equality and Non-Discrimination, and gender-diverse individuals are treated with fairness, kindness, and dignity in every part of campus life.

We do not tolerate discrimination, bullying, or exclusion based on gender identity or gender expression. Everyone at SPIHER has the right to be addressed by the name and pronouns they choose, to dress in a way that reflects who they are, and to use facilities that make them feel comfortable. Our aim is to create an environment where people can simply be themselves without fear or judgment.

SPIHER also protects the privacy of any information related to someone's gender identity or transition. Students and staff who are transitioning can receive support from relevant campus services to help them navigate academic, social, or administrative needs in a respectful and confidential way.

### Including Transgender Alumni in the Alumni Meet



**Our transgender alumni sharing an inspiring journey with the SPIHER community held on 01.05.2024**

At our alumni meet, we warmly welcome all former students, including transgender and gender-diverse alumni, to join the celebration and reconnect with the SPIHER community. Every alumnus is an important part of our history, and transgender alumni deserve the same respect, recognition, and sense of belonging as everyone else.

We encourage all event staff, volunteers, and participants to use each person's chosen name and pronouns and to create a friendly, supportive atmosphere. Our goal is to make sure that transgender alumni feel comfortable participating in all activities, networking opportunities, and social interactions during the event.

By welcoming transgender alumni with openness and pride, we strengthen our values of equality, diversity, and respect reflecting not only SDG 5 but also SPIHER commitment to building a community where every person feels seen and appreciated.

## **Conclusion**

SPIHER remains committed to fostering a campus environment where every individual regardless of gender identity or expression is treated with dignity, respect, and equal opportunity. Through supportive policies, awareness programs, and inclusive practices, the institution ensures that transgender, non-binary, and gender-diverse students, staff, and alumni feel safe, valued, and empowered. By embracing diversity in all forms, SPIHER not only upholds the principles of Equality and Non-Discrimination but also advances the goals of SDG 5: Gender Equality. Our continued efforts reflect a deep belief that inclusion strengthens our community, enriches our shared experiences, and builds a future where every person can thrive authentically and confidently.