



General Sir John Kotelawala Defence University

NON-DISCRIMINATION POLICY FOR TRANSGENDERS (TGS)

Introduction

This policy for transgender sets out the strategic framework under which university does not discriminate against individuals on the basis of their gender expression. This policy addresses the needs of transgenders and clarifies how the law should be implemented in situations where questions may arise about how to protect the legal rights or safety of such employees. This policy does not anticipate every situation that might occur with respect to transgender and the needs of each transgender. It also provides a framework for the implementation of non-discrimination policy for transgender at The General Sir John Kotelawala Defence University.

Definition

A person, who does not identify with the gender assigned to them at birth. Transgender include trans-men & trans-women (whether or not they have undergone sex reassignment surgery or hormonal treatment or laser therapy, etc.), gender queers, and a number of socio cultural identities.

Policy

KDU facilitates and help students & staff belonging to the Transgender community to pursue their education without any social discrimination. However, KDU does not consider gender preferences when recruiting dayscholars and staff to the university. Since the requirement for cadet officers are received from armed forces, cadet officers to fulfil only such requirements are recruited to undergo training at the university. All in all, equal opportunities are given to every person irrespective of their gender.

Objectives of the Policy

- (b) Protect the identity and self-respect of Transgender students.
- (c) Provide Transgender students with proper educational ambience and thus help them to gain confidence, acceptance, and acknowledgement in society.
- (e) Provide ample opportunities regardless of their gender identity.
- (f) Sensitize everyone so that there is no discrimination and that the TGs are treated as normal citizens with self-respect and dignity.
- (h) Strongly discourage persons who discriminate, harass, deny or violate the rights of TGs.

Implementation

- Establish Counseling Centers for students in all campuses.
- Entrust CGEE with the safety and security of students with different sexual identities.
- Organize programmes to coordinate all the stakeholders on issues related to Transgenders.
- Give an orientation to the teaching and non-teaching community to increase awareness.

Reporting Mechanism

Individuals can report instances of discrimination to CGEE in writing or through electronic means. Reports will be treated confidentially, and appropriate actions will be taken to address the issues.

Review

This policy will be reviewed periodically to ensure its effectiveness and compliance with applicable laws and regulations. Any necessary updates will be made to maintain a safe and inclusive environment.

Related policies: Policy for Gender Equity & Equality

Effective Date	17 th May 2021
Last revised	12 th September 2022