



# EWING CHRISTIAN COLLEGE

(A Christian Minority Institution of the Church of North India)  
(An Autonomous Constituent College of University of Allahabad)

## Transgender Inclusion Policy

### Introduction

“Seldom, our society realizes or cares to realize the trauma, agony and pain which the members of Transgender community undergo, nor appreciates the innate feelings of the members of the Transgender community, especially of those whose mind and body disown their biological sex. Our society often ridicules and abuses the Transgender community and in public places like railway stations, bus stands, schools, workplaces, malls, theatres, hospitals, they are sidelined and treated as untouchables, forgetting the fact that the moral failure lies in the society’s unwillingness to contain or embrace different gender identities and expressions, a mindset which we have to change.” (Judgment of the Hon’ble Supreme Court of India on 15 April 2014).

On 15 April 2014, the Hon’ble Supreme Court of India upheld the Constitutional rights of Transgenders (TGs), emphasizing in the landmark judgment the fact that they ought to be treated as equal citizens in every sense of the term. The judgment has also directed the Central government to extend help to them by including them in the central list of OBCs for educational and employment purposes in order to lead a life of dignity in the society.

In the light of the above judgment, Ewing Christian College, Prayagraj has constituted an Equal Opportunity Committee to formulate a Transgender Inclusion Policy to protect the rights of transgender students/staff in the college. Attaining higher education for a Transgender is found to be challenging in the social context. The policy intends to create inclusive educational opportunities and environment for transgender students in the college where their rights are identified and respected.

### Mission and Vision

Ewing Christian College aims to create a system of education wherein transgender students learn together with other students without fear of discrimination, neglect, harassment or intimidation. As stated in the general policies and procedures of the college, ECC has a zero-tolerance policy on gender harassment and discrimination. Any conduct creating an unpleasant or offensive, hostile, or intimidating environment for transgenders or any discrimination faced by transgenders whether as students or staff, will be dealt with sternly.

## **Objectives:**

- Protect the identity and self-respect of Transgender students and staff
- Provide Transgender students with proper educational ambience and thus help them to gain confidence, acceptance, and acknowledgement in society
- Ensure equal access and opportunity for all transgender students in admission, learning, evaluation and extra-curricular activities
- Equal access to all facilities in the campus including laboratories, play-ground, libraries, toilets and other facilities.
- Place the Transgender students/staff at the heart of any decision making and action that affects them
- Ensure that their right to privacy and confidentiality is maintained
- Provide mental and physical health care needs.
- Encourage gender neutral language
- Sensitize teaching non-teaching and students community about the importance of gender equality and prevent discrimination, harassment and violence against Transgender on campus
- Establish proper mechanism for transgender grievance and redressal.

## **Steps to be implemented to address the problems of Transgender students:**

### **1. Identification of Transgender Students:**

1.1.The college shall take steps to identify Transgender students in the college. Transgender students would be asked to submit a certificate of identity. The Transgender Persons Act (2019) sets up a procedure by which a person who identifies as a transgender person can apply for a certificate of identity by writing an application to the District Magistrate.

1.2.While dealing with transgender students, the institution would be extremely careful in managing their special needs and create an academic ambience congenial to them.

1.3.The college shall appoint a Nodal Officer, who shall keep the details of the students with due confidentiality.

### **2. Equal Opportunities**

2.1.The college shall include the Transgender category in the Application Forms and use

appropriate names, pronouns, and other terms for students in all types of college documents.

### **3. Safety**

3.1. The college shall implement anti-ragging laws for the protection of Transgender students.

3.2. The college shall establish Counseling Centres for Transgender students.

### **4. Syllabus**

4.1. The college shall include contents on Transgender in the syllabi of the UG/PG Programmes to help students to know the different dimensions – biological, sociological, psychological, political, and constitutional - of transgender issues.

4.2. The college shall encourage Research projects to sensitize the community about the problems of Transgenders

### **5. Transgender Friendly Infrastructure**

5.1. The college shall provide special washrooms and rest rooms to Transgender students and ensure provision of special health care facilities of Transgender students

### **6. Awareness Programmes**

6.1. The college shall take initiatives in organizing programmes to sensitize all the stakeholders on issues related with Transgenders and give orientation to the teaching and non-teaching community regarding the issues of transgenders.

### **Violation of Policy**

All grievances pertaining to violation of Transgender Inclusion Policy shall be undertaken by the designated Nodal Officer who shall enquire into the complaints so received and submit an enquiry report to the Equal Opportunity Committee within fifteen days from the date of receipt of such complaints.

### **Acknowledgement:**

*The college wishes to acknowledge the following institutions whose related policies and procedure provided background and foundation in the preparation of this policy document: University of Kerala, University of Calicut, Lovely Professional University.*