



Sri

SAI RAM ENGINEERING COLLEGE

An Autonomous Institution | Affiliated to Anna University & Approved by AICTE, New Delhi
Accredited by NBA and NAAC "A+" | An ISO 9001:2015 Certified and MHRD NIRF ranked institution
Sai Leo Nagar, West Tambaram, Chennai - 600 044. www.sairam.edu.in



Founder Chairman : MJF. Ln. Leo Muthu

Ref: SEC/SDG/2021-22

Sri Sairam Engineering College Chennai - 44	POLICY DOCUMENT	EOMS CODE: JA03B
	DEPARTMENT - IQAC	REV No.: 01
		DATE: 10.01.2022

POLICY ON TRANSGENDER

With effect from January 2019
Revised in January 2022

Sri Sairam Engineering College is highly committed to bridge the gender gap on study and work environment. The goal of our Institution is to create an atmosphere of gender equality that is free of discriminations based on race, colour, gender, language, religion, caste, creed, birth etc. This policy is developed in line with the vision of the Institution to value all as unique individuals and provide equal opportunities to all.

Safeguarding the fundamental right - 'to live life with dignity' under Article 21 of the Constitution, this document forms certain measures and policies for the third gender.

Our Institution does not discriminate in any way on the basis of sex, sexual orientation, gender identity, or gender expression. This policy is designed to create a safe and productive workplace environment for all students and employees. This policy sets forth guidelines to address the needs of transgender and gender non-conforming students, employees 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. In all cases, the goal is to ensure the safety, comfort, and healthy development of transgender or gender non-conforming students, employees while maximizing their environment integration and minimizing stigmatization.

Privacy

Transgender students & employees have the right to discuss their gender identity or expression openly, or to keep that information private. Information about an employee's transgender status or about student (such as the sex they were assigned at birth) can constitute confidential medical information under privacy laws like HIPAA. Management, staff, or costudents should not disclose information that may reveal an employee's and students transgender status or gender non-conforming presentation to others.



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Sex-segregated job assignments & classrooms

For sex-segregated jobs, transgender employees will be classified and assigned in a manner consistent with their gender identity, not their sex assigned at birth. For students they are assigned with the same classroom environment as of others without discrimination.

Restroom Accessibility

Students & Employees shall have access to the restroom corresponding to their gender identity. A Transgender women will be permitted to use the women's restroom, and transgender men permitted to use the men's restroom. That decision should be left to the transgender employee and student to determine the most appropriate and safest option for them.

Dress Codes

Our Institution does not have dress codes that restrict students and employees clothing or appearance based on gender. Transgender and gender non-conforming employees have the right to comply with professional dress codes in a manner consistent with their gender identity or gender expression.

Discrimination/ Harassment

It is unlawful and violates Institution policy to discriminate in any way (including, but not limited to, failure to hire, failure to promote, or unlawful termination) against a student and employee because of their actual or perceived gender identity. Any incident of discrimination, harassment, or violence based on gender identity or expression will be given immediate and effective attention, including, but not limited to, investigating the incident, taking suitable corrective action, and providing student and staff with appropriate resources.

IQAC COORDINATOR



PRINCIPAL

Principal
SRI SAI RAM ENGINEERING COLLEGE
West Tambaram, Chennai-44.



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