

POLICY ON NON-DISCRIMINATION AND INCLUSION FOR TRANSGENDER PERSONS

PURPOSE

The University is dedicated to cultivating a safe, respectful, and inclusive environment for all students, faculty, and staff, ensuring full inclusion and equity for transgender and gender nonconforming members of our community.

POLICY STATEMENT

The University strictly prohibits discrimination against any student, faculty member, or staff member based on gender identity or gender expression. All individuals within the University community are guaranteed equal access and fair treatment in:

- Admissions and academic programs
- Employment, recruitment, and career advancement
- Participation in campus life and university sponsored activities
- Use of university facilities, resources, and support services

ZERO TOLERANCE FOR HARASSMENT

The University maintains a zero-tolerance approach toward harassment, bullying, intimidation, humiliation, or any form of discriminatory behavior related to an individual's transgender status, gender identity, or gender expression.

Anyone who experiences or witnesses such behavior may file a report through the University's formal grievance procedures. All complaints will be managed promptly, impartially, and with strict regard for confidentiality, in alignment with institutional regulations and applicable laws.

COMMITMENT TO AWARENESS AND RESPECT

The University actively promotes institutional awareness, mutual respect, dignity, and equity for transgender individuals across all levels of campus life.

IMPLEMENTATION AND ENFORCEMENT

Designated University offices and administrative authorities are responsible for overseeing the enforcement of this policy, providing community education, and taking immediate corrective or disciplinary action in response to violations.

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Registrar
School of University of Science
Information Technology
Peshawar

Approved in 25th Meeting of the Board of Governors, held on 5th August, 2023