Sri Krishna College of Engineering and Technology

(An Autonomous Institution, Affiliated to Anna University, Chennai)
Kuniamuthur, Coimbatore - 641 008.

Policy Document

NON – DISCRIMINATION POLICY FOR TRANSGENDER

Sri Krishna College of Engineering and Technology commitment to creating a safe, inclusive, and equitable environment for all employees, clients, and stakeholders, regardless of gender identity or gender expression. Discrimination, harassment, or prejudice of any kind against transgender individuals is strictly prohibited. Sri Krishna College of Engineering and Technology provides equal opportunities in hiring, promotion, training, and all employment-related decisions. Discrimination on the basis of gender identity or expression is not tolerated.

All employees are expected to respect each individual's gender identity and expression.Intentional misuse of names or pronouns associated with an individual's gender identity is prohibited. Employees should make an effort to use a person's affirmed name and pronouns. Employees are entitled to use facilities, such as restrooms and locker rooms, that correspond to their gender identity. Sri Krishna College of Engineering and Technology allows employees to dress in accordance with their gender identity and expression, within the boundaries of the organization's established dress code. Employees undergoing gender transition will receive support from Sri Krishna College of Engineering and Technology. This may include:Confidential discussions with Human Resources to create a tailored transition plan.Updates to employee records, including name and gender marker, as requested.

Ensuring respectful communication with coworkers and clients regarding the transitioning employee's needs.Regular training sessions will be provided to employees to ensure understanding and compliance with this policy, focusing on respect, inclusion, and anti-discrimination practices.

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Note:

This Policy document is approved in the 19th Governing Body meeting held on 12.12.2023.