



Policy on Non-Discrimination Against LGBT of JSS Academy of Higher Education & Research

Preamble:

JSS Academy of Higher Education & Research (JSS AHER) is committed to fostering an inclusive and diverse environment that respects the rights and dignity of all individuals, including lesbian, gay, bisexual, and transgender (LGBT) individuals. This Non-Discrimination Against LGBT Policy outlines our dedication to promoting equality, respect, and acceptance for all members of the university community, irrespective of sexual orientation, gender identity, or gender expression.

Policy Statement:

JSS AHER firmly believes in upholding the principles of non-discrimination and affirming the rights of LGBT individuals. We strive to create an atmosphere of inclusivity, where every member of our university community feels safe, valued, and supported.

Objectives:

- a. Non-Discrimination: JSS AHER will not tolerate any form of discrimination or harassment based on an individual's sexual orientation, gender identity, or gender expression.
- b. Safe and Respectful Environment: We are committed to maintaining a safe and respectful environment for all members of the university community, regardless of their sexual orientation or gender identity.
- c. Awareness and Education: Regular awareness and education programs will be conducted to promote understanding, sensitivity, and awareness about LGBT issues.
- d. Support Services: JSS AHER will provide appropriate support services and resources to ensure the well-being and empowerment of LGBT individuals within the university.

Prohibited Conduct:

The following conduct is strictly prohibited at JSS AHER:

- a. Discrimination or harassment based on an individual's sexual orientation, gender identity, or gender expression.
- b. Creating a hostile or unwelcoming environment for LGBT individuals.
- c. Retaliation against individuals who report discrimination or harassment based on sexual orientation or gender identity.

Reporting Mechanism:

JSS AHER will establish a confidential and accessible reporting mechanism for incidents of discrimination or harassment based on sexual orientation or gender identity. Individuals who experience or witness such behavior are encouraged to report it promptly to the appropriate authority.

Investigation and Response:

All reported incidents will be promptly and impartially investigated, and appropriate actions will be taken to address and rectify the situation. Confidentiality and privacy will be maintained throughout the investigative process.

Support and Resources:

JSS AHER will provide support services and resources to those affected by discrimination or harassment based on sexual orientation or gender identity. This includes access to counseling, mental health support, and any necessary accommodations.

Awareness and Training:

JSS AHER will conduct regular awareness and training programs to educate the university community about LGBT issues, foster empathy, and promote a culture of respect and acceptance.

Responsibilities:

The Vice-Chancellor, Registrar, Principals of constituent colleges, and Heads of departments hold responsibility for implementing and monitoring the Non-Discrimination Against LGBT Policy.

Review and Evaluation:

This policy will be reviewed periodically to ensure its effectiveness and relevance. Feedback from staff, faculty, students, and other stakeholders will be sought to evaluate the policy's impact and identify areas for improvement.

JSS AHER is committed to creating an inclusive and supportive environment that values diversity and promotes the well-being of LGBT individuals within the university community. Embracing equality and non-discrimination is vital to fostering a culture of acceptance and respect.

Date of Implementation: 13.06.2020

Date of Last Review: 13.06.2023

Date for Next Review: 13.06.2026



A handwritten signature in blue ink, appearing to read "H. S. S.", positioned above the Registrar's name.

REGISTRAR

REGISTRAR

JSS Academy of Higher Education & Research
Sri Shivarathreeshwara Nagara
Mysuru-570015, Karnataka, India