



SUPERIOR UNIVERSITY

OFFICE OF THE REGISTRAR

17-KM Raiwind Road, Lahore (Pakistan)

Dated: 22nd December, 2021

Notification

No. SU/REG/2021/P-31. It is hereby notified that the Competent Authority has approved the revised Policy for Non-Discrimination against Transgender of the University with immediate effect.

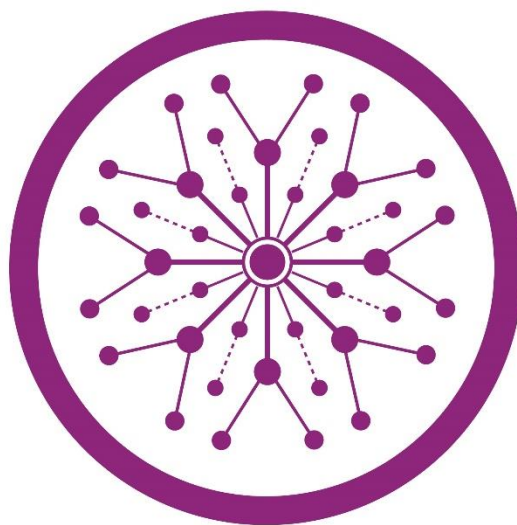
REGISTRAR

No. and Date even

Copy is forwarded for information and necessary action to:

1. Pro-Rector
2. All Deans of Faculties
3. All Heads of the Departments
4. Director ORIC
5. Director, QEC
6. Controller of Examinations
7. All Deputy Registrars
8. Accounts Office
9. PS to Rector
10. Notification File

**Deputy Registrar
(Academics)**



SUPERIOR UNIVERSITY

POLICY FOR NON-DISCRIMINATION AGAINST TRANSGENDER

(VERSION 1.1)

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Preamble:

The Non-Discrimination Policy for Transgender at Superior University, Lahore, affirms the university's commitment to providing an inclusive environment free from discrimination based on gender expression. It outlines the framework for upholding the legal rights and safety of transgender individuals within the university community.

Scope of Policy:

This policy applies both within and outside the confines of Superior University.

Definitions:

- **"Transgender"**: An umbrella term encompassing individuals whose gender identity and/or expression differs from their assigned sex at birth.
- **"Transgender Man"**: A person originally assigned female at birth who identifies as male.
- **"Transgender Woman"**: A person originally assigned male at birth who identifies as female.
- **"Privacy"**: The right of transgender individuals to choose whether to disclose their gender identity or expression, and to whom. This information may be considered confidential medical data under privacy laws.
- **"Official Records"**: Records maintained by the Authority that may be updated to reflect a change in name or gender upon request.
- **"Names/Pronouns"**: The right of individuals to be addressed by the name and pronoun that align with their gender identity.
- **"Sex-Segregated Assignments"**: Assignments based on gender identity, not assigned sex at birth.
- **"Restroom Accessibility"**: Access to restrooms corresponding to gender identity without the need for medical or legal documentation.
- **"Locker Room Accessibility"**: The right of transgender individuals to use locker rooms aligned with their gender identity, with provisions for increased privacy if desired.
- **"Dress Codes"**: Dress codes that do not restrict clothing or appearance based on gender, allowing individuals to dress in accordance with their gender identity.
- **"Discrimination/Harassment"**: Prohibiting discrimination or harassment based on actual or perceived gender identity.
- **"Health Insurance Benefits"**: Providing access to transition-related care for gender dysphoria.
- **"Prohibition on Retaliation"**: Strictly forbidding retaliation against individuals reporting violations of this policy.
- **"Reporting a Complaint"**: Procedures for reporting discrimination, harassment, or retaliation.

Applicability:

This policy is effective immediately upon notification by the Registrar of Superior University.

Policy Objectives:

The Non-Discrimination Policy for Transgender aims to:

- Ensure equal treatment for individuals regardless of gender expression.
- Safeguard the legal rights and safety of transgender individuals.
- Provide a framework for implementation at Superior University, Lahore.

Policy Statement:

Superior University is committed to a discrimination-free environment, respecting the gender expression of all individuals. This policy upholds legal rights and safety, recognizing the diverse needs of transgender members of our community.

Policy Background & Guidelines:

- **Admission Criteria:** Specific criteria and policies are established to facilitate the application and entry of transgender individuals, including opportunities for scholarships.
- **Privacy:** Respecting the privacy of transgender individuals regarding their gender identity or expression.
- **Official Records:** Allowing changes to official records to reflect preferred name and gender without requiring legal documentation.
- **Names/Pronouns:** Acknowledging the right of individuals to be addressed by their preferred name and pronoun.
- **Sex-Segregated Assignments:** Classifying and assigning individuals based on their gender identity.
- **Restroom Accessibility:** Ensuring access to restrooms aligning with gender identity without the need for documentation.
- **Locker Room Accessibility:** Providing access to locker rooms corresponding to gender identity, with provisions for increased privacy if desired.
- **Dress Codes:** Allowing individuals to dress in accordance with their gender identity.
- **Discrimination/Harassment:** Prohibiting discrimination or harassment based on actual or perceived gender identity.
- **Health Insurance Benefits:** Offering coverage for transition-related care for gender dysphoria.

Prohibition on Retaliation:

Retaliation against any individual for reporting violations of this policy is strictly prohibited. This includes adverse actions, as well as other forms of abuse or bullying.

Reporting a Complaint:

Individuals are strongly encouraged to report any instances of discrimination, harassment, or retaliation based on gender expression. This includes incidents involving race, color, religion, sex (including gender identity and sexual orientation), pregnancy, national origin, age, disability, genetic information, veteran status, or any other federally protected category.