

Institute of Business Management

Policy Document

on

Policy on Non-Discrimination Against Transgender Individuals



Human Resource Department

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Introduction

Institute of Business Management (IoBM) is committed to fostering an inclusive and respectful learning and working environment that values diversity and promotes equality. IoBM does not tolerate any form of discrimination, harassment, or exclusion based on gender identity, including transgender, genderqueer, and non-binary individuals. This policy summarizes IoBM's commitment to creating a safe and welcoming environment for all members of its community, regardless of their gender identity.

Scope

This policy applies to all students, faculty, staff, administrators, visitors, and any other individuals associated with IoBM.

Definitions

- a)* **Transgender:** Individuals whose gender identity differs from the sex assigned to them at birth.
- b)* **Gender Identity:** A person's deeply felt sense of their gender, which may or may not correspond with the sex assigned to them at birth.

Policy Guidelines

- a)* **Non-Discrimination:** IoBM strictly prohibits discrimination, harassment, or unfair treatment of any individual based on their transgender status or gender identity. All members of the IoBM are entitled to the same rights, privileges, and opportunities, regardless of their gender identity.
- b)* **Inclusive Facilities and Services:** IoBM shall provide transgender individuals with access to gender-segregated facilities (e.g., restrooms, changing rooms, and locker rooms) that align with their gender identity. Additionally, IoBM will ensure that all services, activities, and programs are accessible and inclusive to transgender individuals.
- c)* **Preferred Name and Pronouns:** IoBM recognizes that individuals may have preferred names and pronouns that align with their gender identity. Students, faculty, and staff have the right to use their preferred names and pronouns in all aspects of institute life, including email addresses, and communication.

- d)* **Educational Programs and Awareness:** IoBM is committed to promoting awareness and understanding of gender diversity within its community. The institute will offer educational programs, workshops, and resources that address transgender issues, promote respect, and foster a welcoming environment.
- e)* **Reporting and Addressing Discrimination:** Any incidents of discrimination, harassment, or exclusion based on gender identity should be reported promptly. IoBM will establish clear and confidential reporting mechanisms and will take appropriate action to address and prevent further discrimination.

Prof. Dr. Tariq. R. Soomro

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