



## Non-Discrimination for Transgender Individuals Policy

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<b>Title</b>	Non-Discrimination for Transgender Individuals Policy
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UIT University is committed to fostering a diverse and inclusive environment that respects the rights and dignity of all individuals, including transgender people. We believe in the fundamental principles of equality, non-discrimination, and the freedom to self-identification. This policy outlines our commitment to providing a safe and inclusive space for transgender individuals in all operations, including employment, services, and facilities.

**Equal Treatment:** UIT University ensures all transgender individuals are treated with dignity, respect, and fairness. Discrimination or harassment based on an individual's transgender status, gender identity, or gender expression will not be tolerated.

**Gender Identity and Expression:** We recognize that an individual's gender identity and expression may not necessarily align with their assigned sex at birth. We respect and support each person's self-identified gender and are committed to using their preferred name and pronouns.

**Employment:** We provide equal employment opportunities to all individuals, regardless of their transgender status, gender identity, or gender expression. Transgender employees are protected from discrimination, harassment, and unequal treatment in hiring, promotion, compensation, and all other employment-related matters.

**Restroom and Facility Access:** All individuals have the right to access facilities (restrooms, changing rooms, etc.) that correspond with their self-identified gender. [Organization Name] will work to provide safe and inclusive facilities for all individuals.

**Training and Education:** UIT University will provide training and education to staff and stakeholders to increase awareness and understanding of transgender issues, terminology, and best practices for creating an inclusive environment.

**Reporting and Complaint Procedure:** A clear and accessible procedure will be established for reporting discrimination or harassment related to transgender status. These reports will be taken seriously and investigated promptly, and appropriate action will be taken to address any policy violation.



**Privacy and Confidentiality:** We will respect the privacy and confidentiality of transgender individuals, including their transgender status and medical information. Information about an individual's gender identity or transition will be treated with the utmost discretion.

**Compliance:** UIT University is committed to complying with all applicable laws and regulations related to non-discrimination, including those that specifically protect the rights of transgender individuals.

This policy reflects our dedication to creating an inclusive, diverse, and welcoming environment for all individuals, regardless of their transgender status. We will regularly review and update this policy to ensure its effectiveness and alignment with evolving best practices and legal requirements.