

ISBR Business School Non-Discrimination Policy for Transgender People

Purpose

ISBR Business School is committed to creating an inclusive and welcoming environment where all students, faculty, staff, and visitors, regardless of their gender identity or expression, are treated with respect, dignity, and fairness. This policy aims to eliminate discrimination against transgender individuals, ensuring that they have equal opportunities and access to all academic, professional, and campus services.

Scope

This policy applies to all members of ISBR Business School, including students, faculty, staff, contractors, and visitors, across all programs, activities, and facilities.

1. Commitment to Non-Discrimination

ISBR Business School firmly prohibits any form of discrimination, harassment, or bias against transgender individuals. This includes but is not limited to:

- Admissions and enrollment processes
- Academic programs, resources, and assessments
- Employment, promotion, and compensation
- Access to campus facilities, services, and events
- Participation in extracurricular and social activities

2. Anti-Harassment and Protection

ISBR Business School enforces a zero-tolerance policy against harassment or mistreatment based on gender identity or expression. The institution:

- Responds swiftly and appropriately to any reports of harassment, ensuring a thorough and fair investigation.
- Takes immediate action to address and resolve incidents of discrimination or harassment.
- Provides protective measures for transgender individuals, including confidentiality and safety during the grievance process.
- Ensures that retaliation against those who report discrimination or harassment is strictly prohibited.

3. Equal Access and Inclusion

ISBR Business School is dedicated to ensuring that transgender individuals have equal access to all programs, resources, and opportunities, including:

- **Admissions and Enrollment:** Transgender individuals will be admitted to ISBR Business School based on their qualifications, without regard to gender identity.
- **Campus Facilities and Resources:** Transgender students, faculty, and staff will have access to gender-neutral facilities, including restrooms and changing areas, and will be treated with respect in all campus settings.
- **Academic and Career Services:** Transgender individuals will have access to the same academic and career support as all other students, including mentorship, counseling, and job placement services.

4. Support Services and Resources

ISBR Business School provides dedicated support and resources for transgender students, faculty, and staff, including:

- **Counseling and Guidance:** Professional counseling services that provide support for transgender individuals dealing with gender-related issues, mental health, and campus life.
- **Peer Support Networks:** Creating spaces for transgender individuals to connect, share experiences, and support one another, including LGBTQIA+ student groups or allies.
- **Gender Affirmation:** Support for transgender individuals undergoing gender transition, including name changes and other gender-affirming actions within the institution's records and communications.

5. Awareness and Training

To foster an inclusive campus culture, ISBR Business School will:

- Provide mandatory sensitivity and awareness training on gender identity and inclusivity for all students, faculty, and staff.
- Promote the use of respectful language and terminology, ensuring that gender identity and expression are recognized and supported in all institutional policies, communications, and interactions.
- Regularly evaluate the effectiveness of the policy through feedback from transgender individuals and the broader campus community.

6. Monitoring and Accountability

ISBR Business School will monitor the implementation and effectiveness of this policy, ensuring continuous improvement in creating a safe, equitable, and inclusive environment. Regular assessments, reviews, and feedback mechanisms will be in place to address any concerns and ensure the policy's goals are met.

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