

TRANSGENDER NON-DISCRIMINATION POLICY OF POLTAVA STATE AGRARIAN UNIVERSITY

1. Purpose and Principles.

The purpose of this policy is to ensure equality, safety, and respect for the dignity of transgender individuals at Poltava State Agrarian University (PSAU). The University is committed to creating an inclusive environment free from any form of discrimination, harassment, or bias based on gender identity.

Key principles:

- equality. Ensuring equal access to education, employment, university services, and facilities;
- respect. Recognizing and respecting each person's gender identity. This includes using the chosen name and pronouns that correspond to the person's identity;
- safety. Creating an environment where transgender individuals feel protected from physical, psychological, and emotional harm;
- confidentiality. Maintaining the confidentiality of personal data related to gender identity

2. Scope

This policy applies to all members of the University community, including:

- students and applicants;
- academic staff and researchers;
- administrative and support staff;
- all visitors interacting with the University.

3. Measures to prevent discrimination

PSAU is committed to implementing the following measures:

- respect for names and pronouns. Everyone has the right to be addressed by their chosen name and appropriate pronouns, regardless of the name recorded in official documents;
- data correction. Providing the opportunity to update personal information in internal University records (student ID cards, grade books, group lists, etc.) following a change of name and/or gender marker in official documents;
- education and awareness. Conducting training sessions, seminars, and information campaigns to raise awareness of gender identity and combat discrimination;
- response mechanism. Establishing an effective and confidential mechanism for submitting complaints and reports of discrimination or harassment, ensuring prompt and impartial handling of such cases.

4. Responsibility

Any instances of discrimination, harassment, threats, or violence based on gender identity are strictly unacceptable. Individuals found to be in breach of this policy will be held accountable in accordance with the University's internal regulations and applicable Ukrainian legislation.

This policy forms an integral part of PSAU's overall Non-Discrimination Policy and reflects the University's commitment to creating a safe and inclusive educational environment for all.