**Air University**

**Policy- Transgender Equivalent Rights as per Government Rules**

**General**

1. On 08 May 2018, the National Assembly reportedly approved the ”Transgender Persons (Protection of Rights) Act, 2018” for the protection of transgender persons’ rights ­ the final stage before it is signed into a law. Provisions under the bill has following contours.

**Main Contours**

1. Transgender persons being able to register to obtain a driver’s license and passport;
2. Transgender persons having the option to get their gender changed in National Database and Registration Authority (NADRA) records in line with their self-perceived identity;
3. Prohibition of harassment of transgender persons at home and in public places;
4. Transgender persons not being discriminated against by educational institutions and employers, in trade and health services, when using public transport, and when buying, selling or renting property;
5. Establishment, by the government, of safe houses for transgender persons and provision of medical and educational facilities and psychological counselling to them;
6. Establishment of separate rooms at jails where trans genders persons may be detained;
7. Entitlement to inherit property.
8. Steps, to be taken by the government, to ensure employment opportunities for transgender persons.
9. Rights awarded to transgender persons to vote in all national, provincial, and local government elections and making sure they are not discriminated against in their pursuit of a public office.
10. Setting up punishments: anyone found guilty of forcing a transgender person to beg will be sentenced to six months in prison and served a fine of Rs 50,000.

**Scope**

2. To develop procedures in enrolment, hiring and handling of transgender students, faculty and staff in the light of Government approved bill for Transgender with a view to provide maximum protection and quality education at Institute level.

**Procedures being Adopted by Air University**

3. Air University is in the process of modifying various procedures, documents and authorized forms to provide favorable opportunity to the expected transgender students and employees. This practice will being Air University in the correct alignment of global practices at all renowned institutes and Universities of the world. Following is being amended before enforcement of the Transgender Act by the Government.

a. All admission & enrolment forms.

b. All job application formats with inclusion of transgender column.

c. Promotion policy and documents in coordination with HEC.

d. Alumni survey forms.

e. Construction of dedicated wash rooms (under consideration).

f. Designated rooms in the hostels.

g. Exclusive seats and job slots (under consideration).

**Guidelines**

4. The concept of equivalent rights will be well understood well before the arrival of human resource and policy parameters will be well addressed while handling of Trans genders.

5. Gender equality along with racial equality, minorities and other religious and ethnic groups must be treated under same policy. Any complaints related to equal rights must be taken very seriously and positively for amicable solutions.

**Conclusion**

5. Equal rights to the transgender has emerged and immediate requirement of the society which has been addressed and crystalized at the National level. However, all education institutes are adequately responsible for implementation of this Act to provide favorable plat form to the transgender to acquire quality and professional education with a view to lead their lives as a respectable citizen of the country. Concerted and persistent efforts are required to address these social issues which have already taken a start and expected to improve in the decades to come.