

NALSAR UNIVERSITY OF LAW, Hyderabad

5.6.1: Policy of Non-discrimination against Women:

Regulations for the Internal Complaints Committee against Sexual Harassment

Part A: Applicability and definitions

The Internal Complaints committee shall implement the Policy Against Sexual Harassment, the regulations made in this regard, read along with the guidelines laid down by the Hon'ble Supreme Court of India in its ruling in Vishaka v. State of Rajasthan and The Sexual Harassment Of Women At Workplace (Prevention, Prohibition And Redressal) Act, 2013 in order to uphold the commitment of the University to providing an environment free of discrimination and violence against any person on the grounds of gender or sexual identity.

I. Applicability:

These regulations shall be applicable to all complaints of sexual harassment made:

- 1) By a student **against** any employee, any service provider, another student, a member of the University bodies
By an employee **against** a student, another employee, service provider, a member of the University bodies
In either case, irrespective of whether sexual harassment is alleged to have taken place within or outside the campus.
- 2) By a service provider or a visitor **against** a student, an employee or a member of the University bodies
By a student or an employee **against** an visitor
In either case if the sexual harassment is alleged to have taken place within the campus.

II. DEFINITIONS:

- i. **"Aggrieved person"** is the person against whom any act of sexual harassment is alleged to have been perpetrated.
- ii. **"Respondent"** is the person against whom the complaint of sexual harassment is made.
- iii. **"Employee"** includes a person employed for any work directly, or by or through any agency (including a contractor), with or without the knowledge of the principal employer, whether for remuneration or not, or working on a voluntary basis, whether the terms of employment are express or implied, and includes any person employed as a temporary, casual, piece-rated or contract worker, probationer, trainee, apprentice or by any other name called.



N. Vasanthi

- iv. **"Service Provider"** includes any person who runs or manages commercial enterprises, or provides services, on the campus. It includes, but is not limited to, persons working in shops, canteens, hostels and restaurants on the campus, as well as persons working in premises allotted on the campus, such as the shopping complexes.
- v. **"Sexual Harassment"** shall include, but will not be confined to, the following:
- a. When unwelcome sexual advances, requests for sexual favours, and verbal or physical conduct of a sexual nature, explicitly or implicitly, are made a term of condition of instruction, employment, participation, or evaluation of a person's engagement in any academic or campus or internship activity.
 - b. When unwelcome sexual advances and verbal, non-verbal, or physical conduct including such as comments meant to indicate such intention, slander, remarks or jokes, letters, phone calls or electronic communication, gestures, showing of pornography, lurid stares, physical contact or molestation, stalking, sounds or display of a derogatory nature that have the purpose or effect of interfering with an individual's performance or of creating an intimidating, hostile or offensive campus/out of campus environment.
 - c. When comments, conduct, behaviour or teaching practice in the classroom or any public forum denigrates a person's gender identity or sexual orientation.
 - d. Violating sexual privacy, including publicizing or threatening to publicize sensitive information pertaining to a person's sexual life with the effect of causing harm, or choices through any medium whether verbal, written or online.
- vi. **"Student"** includes any person who is/was enrolled for any course, whether full time or part time, on line or off line with NALSAR and includes an undergraduate or postgraduate student, a Research Scholar, a visitor, and a repeater. It also includes a student of another University or college who has been placed or has opted for placement with NALSAR or short-term courses at NALSAR. With regard to students of offline courses the University will have jurisdiction with regard to all incidents on campuses under its control.



- vii. **“Member of University bodies”** any member of any regulatory bodies or a member of any of the University bodies
- viii. **“Qualified Counsellor”** includes any person who is a trained psychologist or works with an NGO that engages in women’s rights issues and is a trained psychiatrist or otherwise qualified to provide professional support and counselling.
- ix. **“Visitor”** includes all persons who visit the campus and are not students, employees and service providers.

PART B: PROCEDURE FOR THE INTERNAL COMPLAINTS COMMITTEE

III. COMPLAINT

Any aggrieved person may make a complaint of sexual harassment in writing to the Internal Complaints committee. Provided where the complaint cannot be made in writing the committee shall provide assistance to make the complaint in writing. In exceptional circumstances the committee may take cognisance on third party or witness complaints.

IV. CONSTITUTION OF THE INTERNAL COMPLAINTS COMMITTEE

The Internal Complaints Committee shall consist of the following nine members of whom 5 members shall be women:

- i. One resident faculty member and two other faculty members,
- ii. Two student representatives to be selected by a selection committee in accordance with the procedure provided below,
- iii. One independent external member who shall be a qualified counsellor
- iv. One member of the non-teaching staff
- v. One person trained and experienced in restorative justice (RJ) procedures.

Explanation: Among faculty members, there shall be both women and men faculty members.

1. On being constituted, the Committee must go through an orientation process / workshop to be equipped with the tools to deal with complaints and subsequent processes.
2. The Chairperson/acting chairperson shall be a woman in a senior position from within the University. There must always be an acting chairperson appointed from within the committee in case the chairperson is not available.



V. CONSTITUTION OF SELECTION COMMITTEE TO SELECT MEMBERS OF THE COMMITTEE

The Selection Committee shall select and appoint the members of Committee as per the procedure described herein. The Selection Committee shall comprise three members, namely, the Vice Chancellor of the University, the Registrar of the University and a representative of the faculty.

VI. SELECTION PROCEDURE

1. Selection of Faculty Representatives:

Faculty representatives shall be selected by the Selection Committee from a list of nominees. This list of nominees shall comprise:

- i. faculty members suggested by the Student Welfare Committee, and
- ii. any other faculty member that the Selection Committee deems fit.

Explanation: The suggestion of faculty members by the Student Welfare Committee shall be the result of a public survey reflecting student opinion on the matter.

2. Selection of Student Representatives:

Student representatives will be selected from two streams

- i. on the basis of an application made to the Selection committee which will state the reasons for wishing to serve on the committee and the role he/she sees herself/himself playing.
- ii. from a list of nominees as suggested by the Student Welfare Committee

The Selection Committee shall interview the students and conduct the selection keeping in mind criteria like approachability, gender sensitivity, reliability and responsibility.

Provided that one of the student representatives selected by the Committee shall equally represent LLB student and non LLB students and there are both women and men representatives.

3. Selection of Other Members: Other members of the committee shall be selected by the Selection Committee with a view towards appointing members who are gender sensitive, approachable, responsible and reliable.

4. Time Frame: Appointment to the Committee shall be concluded within a period of two weeks of the start of the Academic year or before the date of orientation of the new incoming batch, whichever is later.



VII. TERM

1. The Student representatives shall be selected for a period of one year.
2. The non-student members shall have a term of three years.
3. The term of the incumbent committee shall end only on the date of appointment of new members.
4. Members of the committee may be reappointed on the completion of their terms. No person may serve for more than two consecutive terms.

VIII. FUNCTIONS AND POWERS OF THE COMMITTEE:

The committee has four functions

1. to carry out gender sensitisation programmes
2. to mediate in situations of sexual harassment
3. to initiate formal and informal redressal mechanisms
4. to provide support to the aggrieved person

The powers of the committee:

- a. to recommend preventive action to the disciplinary authority before the enquiry is held such as a transfer order, of either the aggrieved person, or the respondent on the request of the aggrieved person or leave or any other relief
- b. to recommend any interim measures against the respondent pending enquiry such as a restraint order
- c. to recommend action against the respondent under service rules after enquiry

IX. PROCEDURE TO BE FOLLOWED BY THE COMMITTEE:

The committee may receive a complaint from an aggrieved person or by another person on her behalf. The aggrieved person may choose from any of the procedures listed below:

1. Formal Complaint
2. Alternative procedures such as the restorative justice procedures
Provided that a complaint made will be permitted to be withdrawn only after an enquiry by the committee.

Provided that the aggrieved person is entitled to counseling regarding the choice of procedures. Once such counseling is provided and the person has made a choice to maintain a formal complaint mechanism he/she may not be allowed to move to alternative procedures

Provided that the aggrieved person may withdraw from any of the alternative procedures at any stage if s/he is not satisfied with the progress made. Further, there shall be no bar on the aggrieved person's availing herself/himself of the formal complaint procedure of the Committee if s/he withdraws from the alternative procedures.

X. Formal Complaint procedure:

- i. The committee shall have a general duty of confidentiality with respect of parties and proceedings.



- ii. The committee shall enquire into the complaint of sexual harassment following procedures in conformity with the principles of natural justice and gender sensitivity.
- iii. Provided that if the Committee against Sexual Harassment decides not to conduct an enquiry into a complaint it shall record the reasons for the same in the minutes of the Committee meeting. The Committee shall make the same available to the aggrieved person in writing.
- iv. During the enquiry proceedings the aggrieved person and/or her/his witnesses and the respondent shall be called separately so as to ensure freedom of expression and an atmosphere free of intimidation.
- v. Both parties will be allowed to be accompanied by one representative each during the enquiry.
- vi. The Committee shall strive to complete the enquiry in the shortest possible time, preferably within one month from the date on which the complaint is referred to and not exceeding two months. .
- vii. The Committee must, within one working day of receiving information that the preferred procedure for the pursuit of the matter is the formal complaints method, inform the respondent in writing about the material particulars of the charges made against him/her along with a written copy of the complaint and she/he should be given a period of three days to respond to the same.
- viii. The Committee shall provide reasonable opportunity to the aggrieved person and the respondent for presenting and defending her/his case.
- ix. Within not more than five working days of the initiation of the formal complaint procedure, the aggrieved person and the respondent shall submit to the Committee in writing, a list of witnesses, together with their contact details, that she/he desires the Committee to examine.
- x. The aggrieved person and the respondent shall be responsible for presenting their witnesses before the Committee. However, if the Committee believes that the absence of either of the parties to the disputes is on valid grounds, the Committee shall adjourn that particular meeting of the Committee for a period not exceeding five days. The meeting so adjourned shall be conducted thereafter, even if the person concerned fails to appear for the said adjourned meeting without prior intimation/valid ground.



- xi. The Committee may call any person to appear as a witness if it is of the opinion that it shall be in the interest of justice and shall also have the power to summon any official papers or documents pertaining to the complaint under enquiry.
- xii. The Committee may consider as relevant any earlier complaints against the respondent. However, the past sexual history of the aggrieved person shall not be admissible as such information shall be deemed irrelevant to a complaint of sexual harassment.
- xiii. The respondent, the aggrieved person, and witnesses shall be intimated at least seventy two hours in advance in writing of the date, time and venue of the enquiry proceedings. The responsibility of communicating with the witnesses lies with the aggrieved person/ respondent regarding the date, time and venue of the meeting.
- xiv. The Committee shall have the right to terminate the enquiry proceedings and to give an ex parte decision in favour of the aggrieved person, should the respondent fail, without valid ground, to present himself/ herself for three consecutive hearings convened by the Enquiry Committee.
- xv. The venue of the enquiry should take into consideration the convenience and security of the aggrieved person.
- xvi. The identities of the aggrieved person and all witnesses shall throughout be protected and kept confidential by the Committee.
- xvii. The aggrieved person and the respondent shall have the right of cross-examination of all witnesses. However such cross-examination shall be conducted in the form of written questions and responses via the Committee only. The respondent shall have no right to directly cross examine the aggrieved person or her witnesses.
- xviii. When cross examination is by way of written questions, the respondent/aggrieved person shall submit to the Committee, a written list of questions. The Committee shall retain the right to disallow any questions that it has reason to believe to be irrelevant, mischievous, slanderous, derogatory or gender-insensitive. Any behaviour, verbal or otherwise, on the part of the respondent or his nominee, that is designed to intimidate or subject the aggrieved person or her witnesses to mental and physical trauma, can lead the Committee to recommend disciplinary action against the respondent.
- xix. All proceedings of the Committee shall be simultaneously recorded in writing and signed by both sides at the end of each day's proceedings. All Committee members, persons heard by the Committee, as well as observers/nominees, shall take and observe an oath of secrecy about the proceedings to protect the dignity of the aggrieved person and the respondent. Any violation of the oath of secrecy may invite penalties.



Exception: In order to protect the reputation of the respondent pending a conclusive determination of guilt, the aggrieved person is encouraged to maintain confidentiality with respect to the complaint till the enquiry is completed.

- xx. All documents or other material submitted as evidence shall be made available to either party on demand.
- xxi. The committee shall take note of power differences. The committee shall, inform the aggrieved person/s, that he/she may give her evidence, answers to any questions in writing provided that he/she makes herself available for examination by the respondent in the same manner, unless the aggrieved person opts to give her evidence orally.

XI. PROHIBITION OF PUBLICATION OF INFORMATION

All information received in the course of the examination and enquiry into a complaint of sexual harassment shall be held in trust by the Committee and the same shall not be made available pursuant to an application under the Right To Information Act, 2005. Such information shall constitute an exception under Section 8 (e) of the Right To Information Act, 2005, as the same is held by the Committee in a fiduciary relationship and the non-disclosure of the same will not be against public interest. The contrary disclosure of such information may endanger the life or physical safety of the aggrieved person or any of the witnesses.

XII. FINDINGS OF THE COMMITTEE

1. After concluding its enquiry under the formal complaints mechanism, the Committee shall prepare a detailed and written report of its findings. The enquiry report shall specify the details of the charge(s) against the respondent, the statements made and evidence presented in the enquiry and a discussion of the reasons upon which the findings arrived at by the Committee.
2. No observations regarding the work and behaviour of either the aggrieved person or respondent shall be made which are not related to the alleged act of sexual harassment. However, the Committee may consider as relevant any earlier complaints of sexual harassment against the respondent.
3. Upon the completion of an enquiry, the said Committee may by a detailed and reasoned order pass any of the following orders:
 - a. If the Committee finds no merit in the complaint, it shall write to the Vice Chancellor giving reasons for its conclusions. The Vice Chancellor may then dismiss the complaint which was subject of the Inquiry. The Vice Chancellor has the power to direct the committee to reconsider its decision stating his/her reasons for doing so.



Provided In case the internal committee arrives at the conclusion that the allegation against the respondent is malicious or the aggrieved person or any other person making the complaint has made the complaint knowing it to be false or the aggrieved person or any other person has produced a forged or misleading document the committee may recommend to take action in accordance with the rules under Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act 2013.

b. If the Committee find the complaints proven it shall give a detailed and reasoned finding to that effect.

4. In the event that the Committee finds the respondent guilty of sexual harassment, it shall also recommend the nature of disciplinary action to be taken taking into consideration the gravity of the offence of which he has been found guilty and the impact on the aggrieved person. It shall also recommend whether after disciplinary action has been taken, the disciplinary authority should publicize the identity of the respondent, the misconduct and the disciplinary action taken.
5. The committee shall provide both the aggrieved person and the respondent with a copy of the report submitted to the Vice Chancellor.
6. The respondent has the right to apply to the Vice Chancellor to direct the committee to reconsider its decision. The Vice Chancellor must provide reasons for considering the request for reconsideration by the committee.
7. The Vice Chancellor shall act upon the recommendations within 10 days of its receipt.

XIII. INTERIM MEASURES

1. The committee may recommend interim measures during the pendency of the case regarding restraint order against the respondent any other person approaching the complainant, members of the committee during the pendency of the case, prohibitory order against the respondent from entering the campus, or any place therein during the pendency of the complaint.
2. Suspension/ transfer of the respondent from his/her official position, during the pendency of the enquiry if his/her presence is likely to interfere with the enquiry.
3. The aggrieved person will have the option to seek transfer of the respondent or their own transfer where applicable.
4. The Vice Chancellor after taking action upon the recommendations shall place before the Executive Council his action for ratification.
5. The disciplinary action will be commensurate with the nature and impact of the sexual harassment.

XIV. PENALTIES

1. Any member of the University, non-teaching staff, student, service provider, and resident found guilty of sexual harassment shall be liable for disciplinary action.



- i. The penalties listed below are indicative, and shall not constrain the NALSAR administration from considering others, in accordance with the Rules governing the conduct of all members of the University.
 - ii. In the case of academic/administrative/ technical/ non teaching staff/management, disciplinary action could be in the form of one or more of the following:
 - i. Warning
 - ii. Written apology
 - iii. Bond of good behaviour
 - iv. Gender sensitization
 - v. Counselling
 - vi. Adverse remarks in the Confidential Report
 - vii. Debarring from supervisory duties
 - viii. Denial of membership of statutory bodies
 - ix. Denial of re-employment
 - x. Stopping of increments/promotion
 - xi. Reverting, demotion
 - xii. Transfer
 - xiii. Dismissal
 - xiv. Withdrawal of residential facilities and prohibition from entry on the campus etc.
 - xv. Any other relevant mechanism.
2. In case of students, disciplinary action could be in the form of:
 - i. Warning
 - ii. Written apology
 - iii. Bond of good behaviour
 - iv. Gender sensitization
 - v. Counselling
 - vi. Debarring entry into a hostel/ campus
 - vii. Withholding results
 - viii. Debarring from exams
 - ix. Debarring from contesting elections
 - x. Debarring from holding posts
 - xi. Expulsion
 - xii. Denial of admission
 - xiii. Declaring the harasser as "persona non grata" for a stipulated period of time
 - xiv. Any other relevant mechanism.
3. Penalties in Case of Outsiders:
 - i. Warning, reprimand, or censure.
 - ii. A letter communicating her/his misconduct to her/his place of education, employment or residence.
 - iii. Declaration of the campus as out of bounds for her/him, and/or a bar on appearing for the entrance examination/interview to any programme of study offered by Nalsar.
 - iv. Any other action as may be necessary.
4. Penalties in Case of Service Providers



- i. Warning, reprimand, or censure
- ii. A letter communicating her/his misconduct to her/his place of employment.
- iii. Declaration of the campus as out of bounds for her/him.
- iv. Withdrawal of the right to run/manage/work in any commercial enterprise, or to provide services, on the campus.
- v. Any other action as may be necessary.

Provided that in any case, reasons for the action taken shall be provided to the offender in writing.

Provided further that action may also be taken against any person who tries to coerce or pressurize the aggrieved person in any way.

5. Penalty in Case of a Second Offence: A second, or repeated offence, may, on the recommendation of Committee, attract a major penalty.
6. Where Sexual Harassment amounts to criminal offence: Where the conduct of Sexual Harassment amounts to a specific offence under the Indian Penal Code (45 of 1860) or under any other law; it shall be the duty of the Committee to immediately inform the aggrieved person of her right to initiate action in accordance with law with the appropriate authority, and to give advice and guidance regarding the same. Any such action or proceedings initiated shall be in addition to proceedings initiated and /or any action taken under this Rules.

XV. ANNUAL REPORT OF THE INTERNAL COMPLAINTS COMMITTEE

As required by the Supreme Court Judgement, the University administration shall forward to the General Council, the Annual Report of Committee together with a written report on the Action Taken by them on the recommendations of the Committee.

XVI. MEETINGS OF THE INTERNAL COMPLAINTS COMMITTEE

The Internal Complaints committee shall hold at least two public meetings every year where it shall report to the University community about its activities. Of these, at least one meeting shall be called specifically for the purpose of the presentation of the Annual Report.

PART C: MISCELLANEOUS

XVII. PROTECTION AGAINST VICTIMISATION

1. If the aggrieved person is a student and the respondent is a teacher, during the investigation and enquiry, and even after such an enquiry if the teacher is found guilty, the respondent shall not supervise any academic activity of the student, including but not limited to, evaluation and examination, re-examination, and supervision of research.



2. If a witness named by the aggrieved person is a student and the respondent is a teacher, during the duration of the investigation and enquiry, and even after such an enquiry if the teacher is found guilty, the respondent shall not supervise any academic activity of the student, including but not limited to, evaluation and examination, re-examination, and supervision of research.
3. If both the aggrieved person and the alleged respondent are members of the academic and/or non-teaching staff of the University, during the duration of the investigation and enquiry, and even after such an enquiry if the respondent is found guilty, the respondent shall not write the Confidential Reports of the aggrieved person, if she/he is otherwise so authorized.
4. If witnesses named by the aggrieved person and the respondent are members of the academic and/or non-teaching staff of the University, during the duration of the investigation and enquiry, and even after such an enquiry if the respondent is found guilty, the respondent shall not write the Confidential Reports of the aggrieved person, if she/he is otherwise so authorized.
5. If the respondent is a visitor, during the duration of the investigation and enquiry, and even after such an enquiry if the respondent is found guilty, the respondent shall not be allowed to enter the campus, except for the purpose of attending the present enquiry.
6. If the respondent is a service provider, during the duration of the investigation and enquiry, and even after such an enquiry if the respondent is found guilty, the order of restraint issued in accordance with the procedures shall be in force at all times.

XVIII. Preventive and remedial activities of the Internal Complaints Committee

a To publicize widely the policy against sexual harassment through the prospectus, programme guide or other appropriate documents and display the same on notice boards, websites, offices and residential areas etc.

Explanation: Every recruitment/admission announcement must state: NALSAR has a policy against sexual harassment and is committed to providing an environment free from sexual harassment in the University.

b To regularly organize and carry out programmes for gender sensitization of the University community through workshops, seminars, posters, film shows, debates etc. For this, CASH may enlist the help of specialized NGOs to carry out these programmes.

c To take *suomoto* notice of practices in violation of gender sensitivity and gender justice on campus.

d To ensure the prominent publicity of the Policy in all Centres, Schools, Hostels, offices of administration, as well as in all public places



on the campus such as the library, health centre, residential areas, canteens, shopping centres, etc.

e To conduct at least one major activity per semester involving large sections of the University community.

N. Vasanthi

**REGISTRAR
(INCHARGE)**



No. NALSAR/REG/Committees/145/2025

July 31, 2025

OFFICE ORDER

In exercise of powers vested in him by Sec.17(2) of NALSAR Act, 1998 (Act 34 of 1998), the Vice-Chancellor has approved the constitution of the following Committees. The primary task of the committees is also been listed. The committees shall be in force until further orders unless otherwise specified. These Committees will supersede the existing Committees and other earlier Orders contrary to this.

Proctorial Board

1.	Dr. G. Mallikarjun, Associate Professor & Proctor	Chairperson
2.	Mr. P. Ashwini Kumar, Assistant Professor	Member
3.	Dr. Manohar Reddy, Assistant Professor	Member
4.	Ms. Akansha Singh, Assistant Professor	Member
5.	Dr. Deepti Jog, Assistant Professor	Member

Student Grievance Redressal Committee

S.No.	Composition	Member
1.	A Professor – Chairperson	Prof. V.Kesava Rao
2.	Four Professors/Senior Faculty Members of the Institution as Members	1) Dr. D. Balakrishna 2) Mr. Sourabh Bharti 3) Dr. Manohar Reddy 4) Dr. K. Ravi Teja
3.	A representative from among students to be nominated on academic merit/ excellence in sports/ performance in co-curricular activities – Special Invitee*	Ms. J. Sai Manaswi, III year, B.A.,LL.B. (Hons.) (Nominated on 7/10/2024)
* The term of the Special Invitee is for one year.		

Ombudsperson

(Term: three years w.e.f. May 9, 2025 or he/she attains the age of 70 years, whichever is earlier, from the date of assuming the office)

Justice P. Naveen Rao
Former Judge,
High Court of Telangana



(University established by Act 34 of 1998)

'Justice City', Shameerpet, Medchal-Malkajgiri District - 500 101, Telangana, India.

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Website : www.nalsar.ac.in



Anti-Ragging Committee

1.	Head of the Institution	Prof. Srikrishna Deva Rao Vice-Chancellor
2.	Nodal Officer	Dr. G. Mallikarjun (Proctor) (Mobile: 9440687870)
3.	Representatives of Faculty Members	1) Ms. Akansha Singh, Warden (Girls) 2) Dr. Deepti Jog, Warden (Girls) 3) Dr. Ameesh Samalopanan, Asst. Professor
4.	Parents	1) Prof. Vivek Rajvanshi vivekr@iimcal.ac.in 2) Mr. Kishore Shukla kishorejourn@gmail.com
5.	Students (freshers)	1) Seleste Rose, II Year, B.A., LL.B. (Hons.) 2) Khayati Jindal, II Year, IPM 3) Varuni Kulkarni, I Year, B.A., LL.B. (Hons.) 4) Sai Abhiram Vempati, I Year, B.A., LL.B. (Hons.) 5) Mani Gobind Singh, I Year MBA 6) Ankita SB, I Year MBA
6.	Students (Senior Batch)	1) Ananya Aerra, III Year, B.A., LL.B. (Hons.) 2) Arnab Kumar, IV Year, B.A., LL.B. (Hons.) 3) M Haasini Sai Kusuma, IV Yr, B.A., LL.B. (Hons.) 4) Chiravuri Ganesh, III Year IPM 5) Keerthana Batchu, III Year IPM 6) Ramya Sree, II Year MBA
7.	Non-Teaching Staff	Mr. K.M. Anil Sarath, Superintendent

- The Committee will supervise and monitor activities of the students and initiate measures for preventing ragging on campus.
- The Committee will create awareness about ragging and the punishment and penalties for the same
- The Committee will ensure that the student body is enrolled in UGC portal and ensure effective implementation of Anti-Ragging guidelines and Rules.
- The Committee will ensure all measures necessary to prevent ragging on campus.
- The Committee shall consider the recommendations of the Anti-Ragging Squad and take appropriate decisions including spelling out suitable punishments to those found guilty.

Anti-Ragging Squad

1.	Dr. Rohan Cherian Thomas, Assistant Professor & Chief Warden	Chairperson	7727091256
2.	Mr. Vivek Mukherjee, Assistant Professor	Member	7895096267
3.	Mr. Hota Agni Kumar, Assistant Professor	Member	9515320182
4.	Dr. Hemangini Chandra Sharma, Assistant Professor	Member	7896968572
5.	Ms. Shraddha Dubey, Assistant Professor	Member	9049699295

- The squad will have vigil oversight and patrolling functions
- The squad shall be mobile alert and active at all times.
- The squad is empowered to inspect places of potential ragging and make surprise raids on hostels and other hot spots.
- The squad shall investigate incidents of ragging and make recommendations to the Anti-Ragging Committee and shall work under the overall guidance of the said Committee.
- The squad will supervise and monitor activities of the students to prevent ragging.
- The squad will ensure implementation of anti-ragging guidelines and rules
- The squad will assist the Anti-Ragging committee in preventing ragging on campus



Anti-Drug Committee

S.No.	Composition	Name of the Member
1.	Two Faculty Members	1) Dr. G. Mallikarjun, Proctor, 9652393650 2) Ms. Preety Anand, Asst. Professor 9534102094
2.	Two Non-teaching Staff Members	(1) Dr. S. Nagarjuna, Medical Officer, 9959551494 (2) Mr. Ch. Surya Satyanarayana Junior Assistant, 7093472749
3.	Representative from University Security	Mr. Mukesh Kumar, Security Officer 9492214458
4.	Representative from Local Police Station	Mr. Sreenath Circle Inspector of Police Shameerpet Police Station 9490617231
5.	Hostel Wardens	Dr. Kapil Sharma, Asst. Professor 8218865428 Dr. Binod Rajak, Asst. Professor 9015060213 Mr. Satya Prasoon, Asst. Professor 8447169783
6.	One representative from Students or as suits the University	Mr. Mayank Kumar, Vice -President, SBC, 9708432747 Mr. Sivaram K.S. President, SAC 9633353835 Ms. Shivaeni G.S., IPM, 2 nd year student, 9944833895
7.	One representative from Counselling and Psychological services of the University / Health Department / NGO	Dr. Varudhini K Counsellor 9848884602

- To organize awareness programs in the college with the help of concerned authorized agencies/organizations and to engage the students in Anti-Drug activities
- To educate the students about the ill-effects of drugs and alcohol
- To encourage peer policing students against the use of drugs and reporting of any noticed use of drugs by the students to the student representatives of Anti-Drugs committee.
- To spread awareness to ensure a drug/substance free campus.
- To motivate students to become volunteers of Anti-Drug activities in their life
- The Committee shall consider the recommendations of the Anti-Drug Squad and take appropriate decisions including spelling out suitable punishments to those found guilty as per the Regulations.



Anti-Drug Squad

1.	Prof. K.V.K. Santhy	Chairperson	9010081122
2.	Dr. Deepthi Jog, Assistant Professor	Member	9373129932
3.	Ms. Surbhi Meshram, Assistant Professor	Member	8959581156
4.	Dr. Aiman Mustafa, Assistant Professor	Member	9833116443
5.	Dr. Prithiraj Borah, Assistant Professor	Member	8369039920

- The squad will supervise and monitor activities of the students to prevent usage of drugs and alcohol.
- The squad will ensure implementation of Hostel and Campus Rules relating to prohibition of drugs and alcohol.
- The squad will assist the Anti- Drug Committee in preventing usage of drugs and alcohol on campus
- The squad will have the power to make a sudden and unexpected visit in the hostels, including forced entry in to the hostels, with the aim of finding any illegal drugs.
- The squad can also inspect the students physically, if required, with the aim of finding any illegal drugs.
- The squad shall investigate incidents and make recommendations to the Anti-Drug Committee and shall work under the overall guidance of the said Committee.

Internal Committee for Differently Abled Persons

1.	Dr. Chimirala Uma Maheswari, Assistant Professor	Chairperson
2.	Ms. Purna, Assistant Professor	Member
3.	Dr. Chandrima Chatterjee, Assistant Professor	Member
4.	Dr. Nithin, Parent	Member
5.	Mr. A. Sampath Kumar, Assistant Engineer	Member
6.	Mr. Atharva S. Naandar, Student B.A.,LL.B.(Hons.)	Member

- The Committee will consider and recommend measures necessary to ensure hassle free stay and life for differently abled persons on campus.
- The Committee will consider and recommend measures necessary for improving the environment for differently abled persons on campus.
- The Committee will consider and recommend any other action /measure in the interest of differently abled persons on campus.

SC/ST Cell

1.	Dr. Tanveer Khajla, Assistant Professor	Chairperson
2.	Dr. D. Balakrishna, Assistant Professor	Member (Advisor)
3.	Dr. Ishita Das, Assistant Professor	Member
4.	Dr. Harathi Vageeshan, Assistant Professor	Member
5.	Ms. Nandini Biswas, Assistant Professor	Member
6.	Dr. Raju Guntukula, Assistant Professor	Member

- The Committee will consider and recommend measures necessary to ensure hassle free stay and life for students on campus.
 - The Committee will consider and recommend measures necessary for improving the environment for students on campus.
 - The Committee will consider and recommend any other action /measure in the interest of students on campus.
- The Committee is required to submit an annual report / data to the UGC as and when required.
The Committee will identify the Student Coordinator.



Internal Complaints Committee

1.	Dr. Neha Pathakji, Associate Professor	Chairperson
2.	Ms. Preety Anand, Assistant Professor	Member Secretary
3.	Dr. A.Suneetha, Yugantar	External Member
4.	Ms. Ekthabhal, Samvad Partners	External Member
5.	Dr. Ameesh S, Assistant Professor	Member
6.	Dr. Srijan Sandip Mandal, Assistant Professor	Member
7.	Mx. Anindita Mukherjee, Assistant Professor	Member
8.	Ms. Radha, Gr. I Professional Assistant	Member
9.	Mr. K. Sathesh Kumar, Junior Assistant	Member
10.	Ms. Rishitha Nimmani, B.A., LL.B. (Hons.)	Member
11.	Mr. Sreeram C M, MBA	Member

Equal Opportunities Cell

The Equal Opportunities Cell consisting of the following members has been re-constituted by the Vice-Chancellor to oversee the effective implementation of policies and programmes for the disadvantaged groups and to provide them guidance further and counselling with respect to academic, finance, social and other matters and to enhance the diversity within the campus:

1.	Prof. Murali Karnam, Professor (Human Rights)	Chairperson
2.	Dr. D. Balakrishna, Assistant Professor	Member
3.	Dr. A. Kishore Kumar, Assistant Professor	Member (Advisor)
4.	Ms. Preety Anand, Assistant Professor	Member
5.	Mr. T. Charan Tej, Assistant Professor	Member

Roles and Responsibilities of Advisor

The Advisor shall:

- Oversee / monitor various welfare schemes / programmes sponsored by the government of India / State Government, UGC or any agency / organization as well as those devised by the College / affiliating University for the disadvantaged groups of their effective implementation;
- Be responsible for the effective functioning of SC/ST Cell and other such Cells / Centres dealing with the problems of different socially disadvantaged groups;
- Convene the meetings of in charge of other Committees / Programmes dealing with social issues such as Gender Sensitization Committee against Sexual harassment (GSCASH), to review their activities;
- The advisor shall submit the progress / review report to the Registrar. The coordinators of SC/ST Cell, Remedial Coaching and other schemes etc., shall be closely associated with the Equal Opportunity Centre.



Student Services Committee

1.	Dr. Uma M Chimirala, Assistant Professor	Chairperson
2.	Dr. Rahul Gandhi Burra, Assistant Professor	Member
3.	Dr. Eluckiaa. A, Assistant Professor	Member
4.	Dr. Prithiraj Borah, Assistant Professor	Member

Roles and Responsibilities of the Committee:

- Allocation of Faculty Mentors for the B.A.,LL.B.(Hons.) students.
- The Committee will examine the need for remedial classes and arrange for the same in consultation with the concerned faculty.
- The Committee will assess the availability of the laptops for student use from time to time and recommend to the IT Department for issue of the same. The Committee shall also ensure that the students return the issued laptops after the purpose is solved.
- Based on the requests received from the students, the Committee will make necessary recommendations to the Vice-Chancellor and/or other concerned Committees.

Scholarship Committee

1.	Dr.G.Mallikarjun, Associate Professor	Chairperson
2.	Hon'ble Mr. Justice Challa Kodanda Ram	Member
3.	Dr. Rajesh Kapoor, Associate Professor	Member
4.	Ms. Nandini Biswas, Assistant Professor	Member
5.	Dr. Aiman Mustafa, Assistant Professor	Member
6.	Accounts Officer	Member
7.	Ms. Perna, Assistant Professor	Member
8.	Ms. Manojna Yeluri	Alumni
9.	Mr. Kamlesh Rao	Alumni

The term of the committee shall be for a period of three years from the date of notification (i.e 4/10/2024) by the University.

International Affairs Committee

1.	Prof. P. Srinivas Subba Rao	Chairperson
2.	Dr. Rosmy Joan, Associate Professor	Member
3.	Mr. Sourabh Bharti, Assistant Professor	Member
4.	Mr. Sunishth Goyal, Assistant Professor	Member
5.	Dr. Binod Razak, Assistant Professor	Member

- Review and finalize exchange regulations for students and teachers.
- Initiative to encourage foreign scholars to visit NALSAR and going abroad.
- Organize a meeting of exchange scholars on their return.
- Initiate new exchange programs and MOUs with reputed Foreign Institutions
- Interconnections between exchange program and credit courses.
- Raise funds to invite scholars and support in-house faculty.



Library Committee

1.	Dr. Rajesh Kapoor, Associate Professor	Chairperson
2.	Prof. V. Kesava Rao	Advisor
3.	Mr. Hota Agni Kumar, Assistant Professor	Member
4.	Dr. Rahul Gandhi Burra, Assistant Professor	Member
5.	Ms. Surbhi Meshram, Assistant Professor	Member
6.	Dr. Kiran P Bayola, Assistant Professor	Member
7.	Dr. Vengalrao Pachava, Assistant Professor	Member
8.	Ms. Srikari	Student representative

- Audit Courses offered and books available.
- Seek requisition requests as well as create suggested lists of books to be procured depending upon courses offered.
- Get in touch with leading lawyers to create an archive of case records and get donation of books for the Library from India and abroad.
- Create proposal for obtaining access to case records at District/High Court and Supreme Court level.
- Start an oral archive of testimonies surrounding landmark legal developments be they cases; legislations; or law reform initiatives.
- Start building up a popular fiction library

I.T. and Website Committee

1.	Dr. Neha Pathakji, Associate Professor	Chairperson
2.	Ms. Nandini Biswas, Assistant Professor	Member
3.	Ms. Hemangini C S, Assistant Professor	Member
4.	Dr. Srijan Sandip Mandal, Assistant Professor	Member
5.	Mx. Anindita Mukherjee, Assistant Professor	Member
6.	Dr. Vengalrao Pachava, Assistant Professor	Member
7.	Mr. B. Md. Irfan, System Analyst	Member
8.	Mr. Sai Subramanyam, Programmer	Member
9.	Mr. Mohamed Ashik (3 rd Year B.A.,LL.B.)	Student Advisor

- To constantly monitor IT related matters.
- To ensure good speed of Internet and its proper use.
- To recommend purchase policy for the purchase of Computers, Laptops, Software etc.
- To maintain and redesign university website.

UG Academic Committee (Dept. of Law)

1.	Prof. Aruna Venkat	Chairperson
2.	Prof. Anup Surendranath	Member
3.	Mr. P. Ashwini Kumar, Assistant Professor	Member
4.	Ms. Hemangini C S , Assistant Professor	Member
5.	Mr. Venkat Charan Tej, Assistant Professor	Member
6.	Mr.Sunishth Goyal, Assistant Professor	Member
7.	Ms. S. Nivedha, Assistant Professor	Member
8.	Dr.Raju Guntukula, Assistant Professor	Member



PG Committee (Dept. of Law)

1.	Prof. K.V.K. Santhy	Chairperson
2.	Prof. Sitharamam Kakarala, Professor	Member
3.	Dr. Uma Maheshwari C, Asst. Professor	Member
4.	Dr. Rohan Cherian Thomas, Asst. Professor	Member
5.	Dr.Eluckiaa A. , Asst. Professor	Member
6.	Dr. A. Sridhar, Asst. Professor	Member
7.	Dr. Kapil Sharma, Asst. Professor	Member

GIAN Activities

1.	Prof. P.S. Subba Rao, Professor, DoMS	Local Coordinator for Management program
2.	Dr. Rosmy Joan, Associate Professor (Law)	Local Coordinator for Law program

Admissions Committee (Dept. of Law- LL.M.(IBL) Programme)

1.	Dr.G.Vivek Pani, Assistant Professor	Chairperson
2.	Dr. Kiran P Bayola, Assistant Professor	Member & Coordinator for the program
3.	Dr. A.Sridhar, Assistant Professor	Member
4.	Mr.Tariq, Sr.Assistant (Technical)	Member

Academic Committee (Dept. of Management Studies)

1.	Prof. P. Srinivas Subba Rao	Advisor
2.	Dr. Mahendra Kumar Shukla, Assistant Professor	Chairperson
3.	Dr. Tanveer Khajla, Assistant Professor	Member
4.	Dr. Kishore Kumar, Assistant Professor	Member
5.	Dr. A. Sai Kiran, Assistant Professor	Member

Admissions and Brand Communications Committee (Dept. of Management Studies)

1.	Prof. P. Srinivas Subba Rao	Advisor
2.	Dr. Ameesh S, Assistant Professor	Chairperson
3.	Dr. Tanveer Kajla, Assistant professor	Vice- Chairperson
4.	Dr. Mahendra Kumar Shukla, Assistant Professor	Member
5.	Dr. Asish Kumar Panda, Assistant Professor	Member
6.	Dr. A. Sai Kiran, Assistant Professor	Member
7.	Dr. Binod Rajak, Assistant Professor	Member



Examination Committee

1.	Dr. Rajesh Kapoor, Associate Professor	Chairperson
2.	Mr. Sourabh Bharti, Assistant Professor	Member
3.	Dr. Mahendra Kumar Shukla, Assistant Professor	Member
4.	Dr. Kiran P Bayola, Assistant Professor	Member
5.	Dr. G. Vivek Pani, Assistant Professor	Member
6.	Ms. Surbhi Meshram, Assistant Professor	Member
7.	Dr. Balu Sunilraj, Assistant Professor	Member

Innovation and Entrepreneurship Committee

1.	Prof. Srikrishna Deva Rao	Chairperson
2.	Prof. K. Vidyullatha Reddy	Member
3.	Prof. N. Vasanthi	Member
4.	Prof. P. Srinivas Subba Rao	Member
5.	Prof. Ravi Srinivas	Advisor
6.	Dr. A. Sridhar, Assistant Professor	Member Coordinator

Media & Communications Committee

1.	Prof. Anup Surendranath	Chairperson
2.	Dr. Harathi Vageeshan, Assistant Professor	Member
3.	Dr. Ishita Das, Assistant Professor	Member
4.	Ms. Akansha Singh, Assistant Professor	Member
5.	Dr. Balu Sunilraj, Assistant Professor	Member
6.	Ms. Shraddha Dubey, Assistant Professor	Member

Alumni Affairs Committee

1.	Prof. Anup Surendranath	Chairperson
2.	Mr. Vivek Mukherjee, Assistant Professor	Member
3.	Mr. Sunishth Goyal, Assistant Professor	Member
4.	Dr. Neha Agarwal, Assistant Professor	Member
5.	Mx. Anindita Mukherjee, Assistant Professor	Member
6.	Mr. Aymen Mohammed, Assistant Professor	Member

M. Vasanthi
REGISTRAR (I/C)



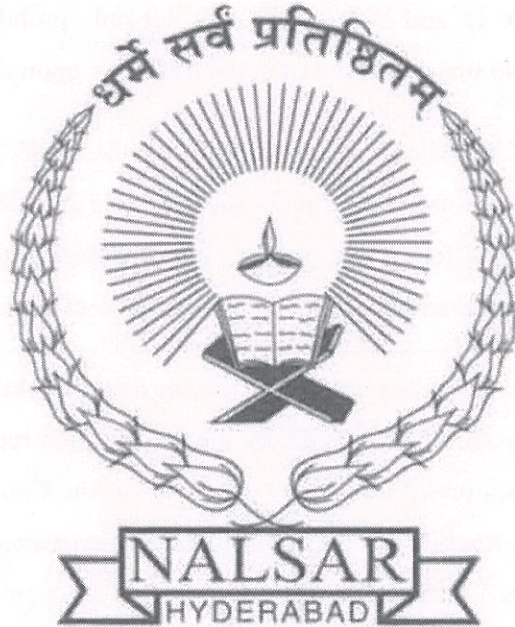
DRAFT INTERIM POLICY

Policy on Inclusive Education for Gender and Sexual Minorities

Submitted by

The Trans Policy Committee

NALSAR University of Law, Hyderabad



Prepared by the members of the Trans Policy Committee (Kranthi, Kruttika, Priyasha, Tara, Shivam, Aviral, Sanjeev and Ankita) in consultation with faculty coordinator Prerna



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Objects and Reasons

The National Academy of Legal Studies and Research (NALSAR), endeavours “*to evolve and impart comprehensive legal education at all levels to achieve excellence*”. The University seeks to produce not merely technically competent but also socially relevant lawyers keeping in mind the broader goal of social justice through legal education.

The objects of the University include the promotion of cultural, legal and ethical values as well as fostering the rule of law and the other egalitarian goals of our nation enshrined in the Constitution of India. The Indian Constitution captures the values of equality (both in its positive and negative connotations) as well as dignity (both in the preamble and as part of the right to life) for all persons. Article 15 and 16 read together not only prohibit discrimination based on gender and sexuality but also impose a duty of equal treatment upon the State.

The Supreme Court in *NALSA v Union of India*, AIR 2014 SC 1863, recognized the existence of gender identities beyond the binary and upheld the principle of self-identification. Tracing the long history of struggle and suffering that gender minorities have undergone, they issued a host of directions to state and central authorities to ameliorate their conditions and include them.

The Supreme Court in the *Navtej Singh Johar v Union of India*, AIR 2018 SC 4321, held that sexual orientation is recognized and protected by the Constitution recognizing heterosexism and cissexism as facets of sexism prohibited under Article 15 of the Constitution. Before the Navtej Singh Johar judgement, the Supreme Court in *Justice K.S Puttaswamy and Anr. v Union of India and Ors*, AIR 2017 SC 4161, made it abundantly clear that the right to the protection of sexual orientation lies at the core of the fundamental rights guaranteed by Articles 14, 15 and 21 of the Constitution, that the rights of the queer community are not illusory/so-called but are “*real rights grounded in sound constitutional doctrine. They inhere in the right to life. They dwell in privacy and dignity. They constitute the essence of liberty and freedom.*”

The UGC came out with circulars directing educational institutions to create inclusive infrastructure soon after, the Transgender Persons (Protection of Rights) Act builds upon these developments and imposes a duty on every educational institution to “provide inclusive education and opportunities for sports, recreation and leisure activities to transgender persons

without discrimination on an equal basis with others.”. It defines “inclusive education” as a “system of education wherein transgender students learn together with other students without fear of discrimination, neglect, harassment or intimidation and the system of teaching and learning is suitably adapted to meet the learning needs of such students.”

The National Education Policy (NEP) 2020, in its section on fundamental principles that will guide both the education system at large, as well as the individual institutions within it, also mentions *full equity and inclusion* as “cornerstones of all educational decisions to ensure that all students are able to thrive in the education system”.

Queer and trans, Dalit, Bahujan, Adivasi and Muslim individuals along with collectives such as NALSAR Minorities Forum (NMF), NALSAR Queer Collective (NQC) and Savitribai Study Circle (SSC) have been striving towards making the campus more inclusive since the inception of the University. To keep the spirit and fight of these individuals and collectives alive, the current interim policy aims towards creating conditions for gender and sexual minorities in which they can develop their personalities to the fullest extent. With the above objects and reasons in mind, the Interim Policy below has been drafted.

I. Extent

- (1) Interim Policy shall be binding on all persons belonging to the NALSAR Community.

II. Identification and Recognition

- (1) Self-identification, requiring no more than a written self-attested declaration to that effect, will be the basis for recognition of gender identity and sexual orientation in the University.
- (2) The change in gender in University's official records should be independent of:
 - (a) The applicant's honorific title in legal documents such as Birth Certificate, AADHAAR etc.
 - (b) Proof of medical/surgical intervention.
- (3) All institutional documentation and records of the University shall reflect self-identified gender identities and not assigned ones. Such reflection shall be inclusive of name and pronouns, whoever wishes to provide them.

In particular, any record that forms the basis of interpersonal interaction shall reflect chosen names as well as pronouns, whoever wishes to provide them.

Illustration: The roll call list sent by the Exam Office which forms the basis of communication with course instructors throughout the semester shall reflect chosen names and have a column for pronouns, whoever wishes to provide them.

- (4) Name and pronoun change options shall be available to anyone who wishes to do the same, regardless of their declaration of gender identity.
- (5) Self-identified gender identity and sexual orientation shall form the basis for all protections and entitlements that flow from this policy, including inter alia, accommodation in hostels and filing grievances of discrimination and otherwise.
- (6) Any application for name, gender and pronoun change under this section shall be processed by the authorities in a reasonable time, as may be prescribed.

III. Confidentiality

- (1) Members of the University shall ensure that no member of the GSM community is outed to a third party, including inter alia, parents or guardians without the express consent of the person in question.

IV. Infrastructure

A. ACCOMMODATION:

- (1) The University shall ensure that Trans* students have access to a reasonable accommodation which is in alignment with their preferred Gender Identity.
- (2) Students shall be accommodated in the hostel (girls' hostel, boys' hostel, or gender-neutral hostel) in a manner that aligns with their self-identified gender and choice. The self-attested declaration as submitted under the Identification and Recognition Chapter shall be sufficient basis to do the same and no further evidence (legal, medical or otherwise) shall be called for.
- (3) The said accommodation facilities shall not be conditional and persons belonging to Gender and Sexual Minorities shall have full rights to access and inhabit spaces that their cis counterparts do without any mobility restrictions.

- (4) Gender-Neutral Hostel shall be the designated residential space not lying within the premises of the Girls' Hostel or the Boys' Hostel, and which shall be open to students of all gender identities.
- (5) The Gender-Neutral Hostel for the time being is recommended to be created in a residential space, either in the faculty housing area, guest house, convention centre or any other conducive space in the university.
- (6) Accommodation preference in the Gender-Neutral Hostel shall be first given to students belonging to Gender minorities, then to students belonging to sexual minorities and then to the rest of the student body, in the instance that there are limited rooms in the Gender-Neutral Hostel.
- (7) Any request made by persons belonging to Gender and Sexual Minorities for single occupancy rooms with attached washrooms and any other available facility shall be reasonably accommodated after approval from the GSM Officer, as stated in Chapter 4.
- (8) Any application for accommodation under this section [along with reasonable requests under (7)] shall be processed in a reasonable time, as may be prescribed.
- (9) Additionally, the Gender Neutral Hostel should be equipped with the same facilities as that in the Girls' Hostel and the Boys' Hostel.

B. Washrooms:

- (1) Gender Neutral washroom facilities shall be provided as and where possible, in commonly used university spaces.
- (2) The Gender-Neutral washroom facilities shall be conveniently accessible to all those who wish to use them.

V. Non-Discrimination Policy and Institutional Support

1. The guiding principles for the university at large must be to create a safe space for gender and sexual minorities, specifically drawing attention to - dignity, individual autonomy, freedom to make one's own choices, non-discriminatory treatment, support for effective participation, equality of opportunity, accessibility, diversity, inclusion, protection from violence and self-determination, as enshrined in the Objects and Reasons of the Interim Policy.

2. The University shall prohibit discriminatory harassment which denies a student's ability to participate effectively in educational programs and/or a faculty or staff member's ability to perform in a work environment.

Illustration: Any insistence on gender-based dress code or hairstyles in any educational, academic or curricular space shall be forbidden.

3. The Fee Concessions/Scholarships Scheme should include a provision for reasonably accommodating fee waiver claims made by students belonging to the gender and sexual minorities who are facing economic hardships.
4. The University shall provide support to students who are medically transitioning. Such support might include medical aid (such as assistance in administering injections, arranging hormone pills, etc.), reasonable accommodations in hostel rooms, relaxations in academic obligations, mental health and financial aid to students facing economic hardships.
5. Queer-affirmative healthcare professionals such as psychologists, endocrinologists and general surgeons could be involved to facilitate the efforts made under (3).
6. The University must ensure that the implementation of government policy with respect to the reservation for Transgender persons in educational institutions from the date of implementation of the government policy.
7. Every form or application issued by the University must have an option for Trans* Persons.

VI. Inclusiveness

(A) Representation

1. The University shall strive to enhance the representation of gender and sexual minorities in all spheres of its functioning, including student bodies such as the RCC, faculty members, support staff and the academic curriculum and reading materials.
2. The categories of Male and Female Hostel Representatives must be abolished and replaced with 'Residence Representatives' for each hostel (Boys Hostel, Girls Hostel and Gender-Neutral Hostel).

(B) Extra and Co-Curricular Activities

1. All university events whether sporting, cultural or otherwise, shall ensure that individuals get to participate as their self identified gender.
2. In furtherance of (1), the University shall endeavour through either expanding gender categories, abolishing them or through any other means, to ensure that non-binary individuals get the option of participating in events in a gender-affirming manner.
3. In addition to ensuring inclusion in internal events, the University shall also endeavour to ensure reasonable accommodations for gender and sexual minorities in events outside the University where such students participate on behalf of the University.

Illustration: Y is a trans man who plays on the Men's volleyball team. He shall not be forced to stay in an accommodation meant for women when he travels with the volleyball contingent to a different university.

(C) Sensitization

1. Sensitization programs must be conducted, not less than once a year, for medical staff, teaching staff, security guards, service providers, canteen staff and current and incoming batches in the University, as prescribed by the GSM Officer/Committee.

(D) Academic

1. The University shall strive to make the courses offered by the University Gender and Sexual Minorities friendly.
2. The University shall have Credit-based Courses in place that deal with Gender and Sexual Minority issues, literature and scholarship, taught by scholars belonging to Gender and Sexual Minorities.
3. The University shall include scholars belonging to the GSM in Mandatory Course discussions, wherever deemed relevant.

VII. Gender and Sexual Minorities Officer and Committee

(A) GSM officer

The University shall appoint a GSM Officer on the recommendation of the Gender and Sexual Minority Committee who will also act as the Complaint Officer under Section 11 of the Transgender Persons (Protection of Rights) Act. The officer shall be a faculty member from the GSM Community. The GSM Officer shall:

1. Act as a point of contact between the persons belonging to gender and sexual minorities, the Administration, the Academic and Non-Academic staff, the Student Bar Council or any other formal student-run body.
2. Process accommodation and other ancillary requests (as contained in the Accommodation chapter) in reasonable time
3. Work with the relevant university bodies to ensure changes in institutional documentation and records (as contained in the Identification and Recognition chapter) in reasonable time.
4. Undertake grievance redressal as per the procedure that may be prescribed.
5. Make recommendations to the Administration, the Academic and Non-Academic staff, the Student Bar Council or any other formal student-run body in such matters of policy and practice as may adversely impact the persons belonging to Gender and Sexual Minorities.
6. Address and assist the various university bodies in addressing different needs, concerns, and issues of the persons belonging to the Gender and Sexual Minorities, which may arise from discrimination or otherwise on the grounds of sex, gender, gender identity, gender expression, sexual orientation, economic status, educational disadvantage, language, disability, mental ill-health, religion, caste, place of birth or any such marker.

(B) GSM Committee:

1. The Gender and Sexual Minority Committee shall be formed after the passage of the Final Policy.
2. The composition of the Committee shall be detailed in the Final Policy.
3. The Committee shall have all the powers and functions as the Gender and Sexual Minority Officer and more as may be prescribed later.
4. The University shall appoint a Gender and Sexual Minority Officer on the recommendation of the Committee to act as a point of contact between the persons belonging to Gender and Sexual Minorities, the Administration, the Academic and Non-Academic staff, the Student Bar Council or any other formal student-run body.

VII. Miscellaneous

1. The University reserves the right to make the rules and regulations in pursuance of this policy.



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