

## Anti-Discrimination and Rights Policy

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1. The **Supreme Court of India**, in the case of ***National Legal Services Authority v. Union of India and Others*** (Writ Petition (Civil) No. 400/2012) para 55, page 62) in April 2014 has declared that, “*discrimination on the basis of sexual orientation and gender identity, impairs equality before law and equal protection of law and violates Article 14 of the Constitution.*” Additionally, the Supreme Court has stated, in the case of Suresh Kumar ***Koushal and Anr. v. Naz Foundation and Others*** (Civil Appeal No. 10972 of 2013, para 38, page 77) “... Section 377 IPC does not criminalize a particular people or identity or orientation.” Discriminating against persons on the basis of their actual or perceived sexual orientation and gender identity goes against the protection of the Constitution as stated above. Additionally, it also causes isolation, depression, lack of school belonging, fall in educational aspiration and suicidal ideation.

2. **Specifically stating that the school condemns discrimination and bullying based on “sexual orientation” or “gender identity” sends a clear message that everyone will be respected and be afforded equal access to opportunities in school regardless of their sexual orientation or gender identity.**

3. Accordingly, all schools, whether public or private, adopt the following policy for sexual rights and against discrimination. This policy applies to all students, staff (both, teaching non-teaching and visiting), school administration and visitors to the school. This policy applies both, at school (whether or not during school hours) and at all school outings and events. This policy is in addition to existing school policies against bullying and discrimination:

1. “*Each person’s self-defined sexual orientation and gender identity is integral to their personality and is one of the most basic aspects of self-determination, dignity and freedom...*” (The **Supreme Court of India**, in the case of ***National Legal Services Authority v. Union of India and Others*** (Writ Petition (Civil) No. 400/2012) para 20, page 16)). Accordingly, everyone is entitled to respect and acceptance regardless of their actual or perceived sexual orientation or gender identity.

2. Everyone has a fundamental right against discrimination based on their actual or perceived sexual orientation or gender identity.
3. No one shall be discriminated against or bullied on the basis of actual or perceived sexual orientation or gender identity.
4. Everyone is guaranteed full and effective participation in school activities and classes and equality of access to all opportunities in school regardless of their actual or perceived sexual orientation and gender identity.

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**END OF PREVIEW**

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