



[acuitykp.com](https://www.acuitykp.com)

GENDER AFFIRMATION POLICY

VERSION 1.0 | August 2022

Revision History

Version No.	Date	Author	Change Description	Approved By
1.0	18 Aug 2022	Human Resources	Formalized guidelines	CHRO

Acuity is your ally! Acuity Knowledge Partners is an Equal Opportunity Employer

Acuity Knowledge Partners is an advocate for diversity and provides equal employment opportunities for all qualified candidates. We do not discriminate on the basis of gender identity or expression. We believe that providing a work environment based on respect, trust, and collaboration creates an exceptional employee experience where employees can bring their whole selves to work and thrive in their careers.

Acuity recruits, hires, employs, trains, promotes, and compensates individuals based on job-related qualifications and abilities. Acuity Knowledge Partners also has a longstanding policy of providing a work environment that respects the dignity and worth of each individual and is free from all forms of employment discrimination, including harassment, because of race, color, sex, gender, age, religion or religious creed, national origin, ancestry, citizenship, marital status, sexual orientation, gender identity, gender expression, genetic information, physical or mental disability, military or veteran status, or any other characteristic protected by law. Acuity Knowledge Partners goal is to foster a workplace that encourages the full participation of our employees, who bring their diverse backgrounds and the full range of their talents, skills and abilities to the workplace and to serve our customers.

OBJECTIVE AND SCOPE

Acuity recognizes and celebrates the diverse identities of its associates and our efforts are to ensure inclusion and belonging for each one of them, including employees who identify as transgender/ non binary. With this intent, the gender affirmation guidelines outline the support available to associates of Acuity when seeking to affirm their gender or apply for transition leave.

PRIVACY

Employees have the right to discuss their gender identity or expression openly, or to keep that information private. Employees at Acuity have the right to be who they are without unnecessary disclosure of medical information or gender history. It is considered confidential and should only be disclosed on a need-to-know basis, and only with the consent of the individual.

OFFICIAL RECORDS

Employees have the right to be addressed by the name and pronoun corresponding to the employee's gender identity. Official records will also be changed to reflect the employee's new name and gender upon the employee's request.

RESTROOM ACCESSIBILITY

All employees have a right to safe and appropriate restroom facilities, including the right to use a restroom that corresponds to the employee's gender identity, regardless of the employee's sex assigned at birth.

DRESS CODES

Acuity does not have dress codes that restrict employees' clothing or appearance on the basis of gender. Transgender and gender non-conforming employees have the right to comply with company dress codes in a manner consistent with their gender identity or gender expression.

LEAVE POLICY – gender affirmation procedures

Employees can access up to 4 weeks of paid leave for their affirmation plan, in a bulk or staggered manner.

HEALTH INSURANCE BENEFITS

Gender reaffirmation-related treatment/surgery will be covered up to the sum insured. You could contact D&I Lead [[Parul Dhir](#)] to understand more details regarding the same.

GENDER AFFIRMATION PROCESS

Acuity is aware that the gender affirmation process holds differently for everyone, but it may involve associates to affirm their name, title, appearance, dress, use of pronouns and other aspects of themselves to align with their affirmed gender. Acuity will support this process in every way and recommends a discussion with the respective D&I Lead [Parul Dhir] /Manager/HR Spoc which will cover the following:

Identifying individuals who will be informed of the transition and who will ensure confidentiality

Timelines for gender affirmation and leave support

Name and pronoun use and requisite changes

Workplace flexibility support needed as per our non-discrimination and equal opportunity policy, associates at Acuity are expected to treat each other with mutual respect and demonstrate integrity in everything they do. Any violation to the non-discrimination and equal opportunity policy will be met with strict actions.

DEFINITIONS

Affirmed gender	The gender by which one wishes to be known. This term is often used to replace terms like "new gender" or "chosen gender," which imply that the current gender was not always a person's gender or that the gender was chosen rather than simply in existence.
Assigned Sex	The sex that is assigned to an infant at birth based on the child's visible sex organs, including genitalia and other physical characteristics.
Gender Binary	The idea that there are only two genders – male/female or man/woman and that a person must be strictly gendered as either/or.
Gender affirmation	An interpersonal, interactive process whereby a person receives social recognition and support for their gender identity and expression.
Gender neutral	Not gender-based. Can refer to language (including pronouns), spaces (like bathrooms), or identities (like being gender queer, for example).
Gender expression	The external display of one's gender, through a combination of dress, demeanor, social behavior, and other factors, generally measured on scales of masculinity and femininity. Also referred to as "gender presentation."
Gender identity	The internal perception of one's gender, and how they label themselves, based on how much they align or don't align with what they understand their options for gender to be. Common identity labels include man, woman, genderqueer, trans, creative, and more.
Gender transition	The process by which some people strive to more closely align their outward identity with the gender they know themselves to be. To affirm their gender identity, people may go through different types of transitions.
LGBTQIA+/GSM/DSG/	Initialisms used as shorthand or umbrella terms for all folks who have a non-normative (or queer) gender or sexuality, there are many different initialisms people prefer. LGBTQ is Lesbian Gay Bisexual Transgender and Queer, or Questioning (sometimes people add a + at the end in an effort to be more inclusive); GSM is Gender and Sexual Minorities; DSG is Diverse Genders and Sexualities. Other popular options include the initialism GLBT and the acronym QUILTBAG (Queer [or Questioning] Undecided Intersex Lesbian Trans Bisexual Asexual [or Allied] and Gay [or Genderqueer]).
Trans/Transgender	Transgender, often shortened as trans, is also an umbrella term; in addition to including people whose gender identity is the opposite of their assigned sex (trans men and trans women), it may also include people who are non-binary or genderqueer
Non-Binary gender identity	Preferred umbrella term for all genders other than female/male or woman/man. Not all non-binary people identify as trans and not all trans people identify as non-binary. Sometimes non-binary can also be used to describe the aesthetic/presentation/expression of a cisgender or transgender person.
Outing	Involuntary or unwanted disclosure of another person's sexual orientation, gender identity, or intersex status.
Transsexual	Transgender people who desire medical assistance to transition from one sex to another identify as transsexual.

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Headquartered in London, Acuity Knowledge Partners has nearly two decades of transformation experience in servicing over 300 clients with a specialist workforce of over 4,500 analysts and delivery experts across its global delivery network.

We provide our clients with unique assistance not only to innovate, implement transformation programmes and increase operational efficiency, but also to manage costs and improve their top lines.

Our expertise includes the following:

- Investment Banking: origination and trading support
- Investment Research support: covering all asset classes in terms of ideation, data science, and research support across the buy side and sell side
- Commercial Lending support: across origination, credit assessment, underwriting, and covenant and portfolio risk for all lending types
- Private Equity: origination, valuation and portfolio monitoring support
- Asset Management services support: across marketing, investment research, portfolio management/optimisation, risk and compliance
- Corporate and Consulting services: market and strategic research; survey work; treasury and counterparty risk support; and CEO office support, including M&A, FP&A and investor relations support
- Compliance support: AML analytics, KYC, counterparty credit risk modelling and servicing across banks, asset managers and corporates
- Data Science: web scraping, data structuring, analytics and visualisation These services are supported by our proprietary suite of Business Excellence and Automation Tools (BEAT) that offer domain-specific contextual technology.

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