Summary: Submissions to the Jane Kaushik Committee

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V | D H | Centre for Legal Policy

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Background

The Vidhi Centre for Legal Policy ('Vidhi') is an independent think-tank doing legal research to make better laws and improve governance for the public good. Vidhi does this through high quality, peer reviewed original legal research; through engaging with the Government of India, State governments and other public institutions to both inform policy-making and to effectively convert policy into law; and through strategic litigation petitioning courts on important law and policy issues. Vidhi's abiding values are non-partisan engagement, research excellence and independence.

Vidhi has carried out extensive work on gender and sexuality rights, in collaboration and consultation with the queer community since 2016 as follows:

- Vidhi made extensive submissions to the MSJE High Powered Committee ('*Supriyo Report*')set up after the judgement in *Supriyo v. Union of India.* These submissions proposed legislative and executive routes to comply with the directions issued by the Court.
- Vidhi's report 'Queering the Law:Making Tamil Nadu's Laws LGBTIA+ Inclusive' ('*Tamil Nadu Report*') carries exhaustive mapping of Tamil Nadu's laws across eight sectors: gender identity, relationships, healthcare, education, labour and welfare benefits, minor rights, violence, and monitoring and enforcement and has proposed how laws and policies across these sectors can be made LGBT inclusive.
- Vidhi's report 'The Transgender Persons (Protection of Rights) Amendment Act, 2026: What Can State Governments Do' ('*WCSGD Report*')outlines the manner in which State Governments can exercise their executive powers to continue to recognise and protect transgender rights in the State in light of the Transgender Persons (Protection of Rights) Amendment Act, 2026.
- Vidhi made submissions to and presented before the Parliamentary Standing Committee on the Transgender Persons (Protection of Rights) Bill, 2016. Vidhi also submitted comments on the Transgender Persons (Protection of Rights) Rules, 2020 and the draft Delhi Transgender Persons (Protection of Rights) Rules, 2025.
- Vidhi released the Model Code on Indian Family Law, 2024 (*'Model Code'*) to outline the way in which family law can be reformed to enable marriage equality and ensure inclusion of LGBT persons across three key areas of the family namely: adult unions, parent-child relations, and succession.

The summary of our recommendations are presented below across four themes: (a) The Transgender Act; (b) Healthcare; (c) Employment and Welfare, and (d) Education. The original and exhaustive recommendations are linked in the summary for your perusal and attached to the email.

I. The Transgender Act

The Transgender Persons (Protection of Rights) Act, 2019 ('2019 Act') underwent significant change in light of the Transgender Persons (Protection of Rights) Amendment Act, 2026 ('Amendment Act'). Vidhi has undertaken significant work on the manner in which transgender rights can be strengthened, specifically:

- Strengthening the 2019 Act, read here (p. 107 onwards)
- Reconsidering the Amendment Act, read here.
- Operationalising the Amendment Act through State executive action, including rules, to continue to recognise and protect transgender rights, read here.

A brief summary of Vidhi's key recommendations across our work is provided below:

Issue	Recommendation	Nodal Authority
Executive		
Clarify the purpose of the transgender identity card.	Aligned with the High Court of Madras's judgement in *Sivakumar TD v. State of Tamil Nadu*[1], the transgender identity card should only be required for the purpose of accessing benefits earmarked for transgender persons. For the purpose of publication of name and gender change in the Official Gazette, the card must not be mandatory and other cards such as aadhaar, or PAN card should suffice.	Ministry of Social Justice and Empowerment
Remove the mandate for Transgender Identity Card for accessing *Garima Grehs* under the SMILE Scheme.	Often transgender persons in need to shelter flee their natal homes without any supporting documents. However, the transgender identity card is mandatory to access *garima grehs* established under the SMILE Scheme. This mandate must be reconsidered and any other identity document with a TG marker or a self-declaration that an individual is a transgender person must suffice.	Ministry of Social Justice and Empowerment
There is no uniform and binding protocol for registration of	The 2019 Act does not make the possession of a transgender identity card mandatory for registering a complaint under the Act.	Ministry of Home Affairs

[1] W.P. No. 16248 of 2021.

complaints under the 2019 Act in case of violations or commission of offences. This may lead to arbitrariness and discrimination at the hands of law enforcement such as the police.	However, there have been reports about the police not registering complaints of transgender persons under the 2019 Act based on their presumptions about the gender of the person or ignorance of law. Gendered laws pertaining to sexual violence makes this particularly challenging. It is critical to develop guidelines for registration of complaints both in relation to violations of the 2019 Act and criminal offences generally when a transgender person approaches the police. These guidelines must be informed by the premise that transgender persons as a class are vulnerable to sexual and physical violence and need to be effectively protected. Further, the absence of a transgender identity card should not be a barrier to filing a complaint.	
Despite there being clear-timelines for issue of certificates of identity under the 2019 Act, the same are not adhered to. Consultations reveal that in some cases applications have been pending for around two years.	Issuance of a circular directing all officers carrying out functions under the 2019 Act to strictly adhere to timelines prescribed for different processes including issuance of identity cards failing which disciplinary action may be initiated under the relevant service rules.	Ministry of Social Justice and Empowerment
At present, a transgender person can apply online via the Transgender Certificate and Identity Card Portal for a card. The process is inaccessible to several transgender persons who do not have access to the internet, the necessary education, or support from the community or civil society. Often the portal is non-functional.	Designate physical in-person portals such as post offices or physical sites earmarked for Aadhaar application as places where transgender persons can apply for the transgender card in person which will then be filed with the District Magistrate for processing. Ensure sensitised officials are available at such sites to aid transgender persons.	Ministry of Social Justice and Empowerment

There is no uniform protocol in place for District Magistrates or District Collectors to follow for the purpose of issuing an identity card or changing gender markers on identity documents. This leaves scope for arbitrariness in discharge of functions under the 2019 Act.	The Government must issue clear protocols to be followed by authorities under the 2019 Act when dealing with applications and issuing certificates of identity or changing gender markers. These protocols which can take the form of directions must: (a) clarify what documents are required for a complete application, (b) explicitly prohibit intrusive questions pertaining to information other than those necessary in relation to the application (such as questions pertaining to an applicant's body), (c) mandate the duty to assist in case it is required for filing a correct or complete application, (d) direct that the application be transferred to the issuing authority having jurisdiction in case it is filed elsewhere, and (e) prescribe clear and mandatory timelines for processing of an application, issue of a certificate of identity and change of gender markers.	Ministry of Social Justice and Empowerment
Legislative		
Despite the mandate in *NALSA v. Union of India,* the 2019 Act does not provide for reservations in education and employment.	Reservations can be provided for within the 2019 Act, modelled on Sections 33 and 34 of the Rights of Persons with Disabilities Act, 2016. In the alternative, the Union Government and State Governments must undertake measures to introduce horizontal reservations in matters of public employment and education as per applicable laws and rules.	Ministry of Social Justice and Empowerment; Ministry of Education; Ministry of Labour and Employment
The 2019 Act provides for the designation of a complaints officer in each establishment to address violations of the provisions of the Act. Further, one of the functions of the National Council is to	Introduction of civil penalties for violations of the 2019 Act. Amendment to the 2019 Act to provide for the designation of special courts which are empowered to hear matters arising out of violations or non-compliance with the Act. Or instead clarify that Civil Courts will have jurisdiction in case of violations arising from the Act.	Ministry of Social Justice and Empowerment

'redress grievances.' However, both these mechanisms are ineffective because no powers are devolved upon the complaint officers and the National Council to adjudicate upon violations and non-compliance with the Act. Specifically with reference to private discrimination, there is no proper mechanism under the Act.		
Remove requirement for medical intervention as a prerequisite to exercise the right to self-perceived gender identity under the 2019 Act and the Amendment Act.	*NALSA* recognises the right to self-perceived gender identity (male, female or transgender) independent of any form of medical intervention. Accordingly the following is recommended: ● Delete section 7; ● Delete 2(aa) and the amendment to section 6 made via the Amendment Act.	Ministry of Social Justice and Empowerment
Amendments inserted via the Transgender Persons (Protection of Rights) Amendment Act, 2026	Reconsider the Amendment Act and revert to the 2019 Act with the above recommended measures reflected. For detailed comments on the Amendment Act please read here. In the alternative, ensure that the Amendment Act applies only prospectively, and the rules (for detailed information please read here) under it - ● limit the discretion of the medical authority, prohibit physical examinations, and only permit a psychological assessment, if required, based on self-declaration; and ● prescribe protocols for collection, transfer and storage of personal data, including health data of transgender persons, in compliance with the	Ministry of Social Justice and Empowerment

	principles laid down in *Puttaswamy v. Union of India*[2] such that the informational privacy of transgender persons is sufficiently protected.	

II. Transgender Affirmative Healthcare

The Supreme Court and High Courts have issued a range of directions to States for provision of affirmative and discrimination free healthcare to transgender persons. This statutory commitment is reinforced by section 3 (d) of the 2019 Act which prohibits discrimination in healthcare services, and by section 15, which mandates measures to secure access to appropriate healthcare facilities for transgender persons.

Vidhi's recommendations draw from them and the extensive consultations undertaken with the community. Specifically, you can peruse:

- For a detailed discussion of the healthcare-related recommendations, please refer to Chapter 3 (Health) of the Supriyo Report here (p. 206 onwards).
- For a detailed discussion of the healthcare-related recommendations please refer to Chapter 3 ('Queer Inclusive Healthcare') of the Tamil Nadu Report here (p. 137 onwards).

A brief summary of Vidhi's key recommendations across our work is provided below:

Issue	Recommendation	Nodal Authority
The National Medical Commission has classified 'conversion therapy' as professional misconduct. However, conversion therapy continues across other systems of medicine, and informally within natal families.	• Extend the ban on conversion therapy across all medical systems (beyond allopathy) by treating conversion therapy and its advertising as professional misconduct as per *S. Sushma v. Commissioner of Police*.[3] • Require all registered healthcare establishments to prominently display notices informing patients that conversion therapy is prohibited and indicating available complaint mechanisms and designate nodal officers for reporting conversion therapy violations. • Sensitise the police to register criminal complaints under sections 318 and 319 of Bharatiya Nyaya Sanhita, 2023 in cases of complaints regarding conversion therapy.	Ministry of Health and Family Welfare; National Medical Commission; Ministry of Ayurveda, Yoga and Naturopathy, Unani, Siddha and Homoeopathy; National Nursing and Midwifery Commission; National Commission for Indian System of Medicine; National Commission for Homoeopathy; and, National Mental Health Authority

[2] (2017) 10 SCC 1.
[3] W.P. No. 7284 of 2021.

There are no guidelines or protocols for registration and classification of infants with intersex variations.	● Prescribe guidelines for registration and classification of infants with intersex variations and prohibit medically unnecessary surgeries on intersex infants and children. ● Develop standard operating procedures for counselling parents of intersex children on bodily autonomy, informed consent, and alternatives to surgical intervention. ● Categorise medically unnecessary intersex surgery as professional misconduct as per the Indian Medical Council (Professional Conduct, Etiquette and Ethics) Regulations, 2002. ● Release guidelines on what constitutes medically necessary or life-saving intersex surgeries as per *Arun Kumar v. Inspector General of Registration*[4].	Ministry of Health and Family Welfare and the National Medical Commission
Continued discrimination in accessing healthcare facilities based on gender-identity.	● Issue binding directions prohibiting discrimination in healthcare services on the basis of gender identity and intersex status in line with *National Legal Services Authority v. Union of India*[5] and *Supriyo@Supriya Chakraborty v. Union of India*[6] and the TG Act, 2019. ● Healthcare regulators should treat denial or discontinuance of health-care as a form of professional misconduct, must publicise complaint mechanisms, and monitor complaints to ensure accountability. ● Require all public hospitals to adopt chosen-name and chosen-gender protocols in patient registration, ward allocation, medical records, and discharge procedures. ● Clarify the application of healthcare laws such as Medical Termination of Pregnancy Act, 1971 and the Assisted Reproductive Technology (Regulation) Act, 2021, and reproductive and sexual healthcare services, to transgender persons to eliminate administrative ambiguity. ● Expand central and state health insurance schemes to cover gender-affirming healthcare,	Ministry of Health and Family Welfare; National Medical Commission; National Commission for Allied and Healthcare Professions; National Mental Health Board

[4] W. P. (MD) No. 4125 of 2019.
[5] 2014 INSC 275.
[6] 2023 INSC 920.

	including mental healthcare support and hormone therapy.	Insurance Regulatory and Development Authority
HIV-related healthcare remains affected by stigma, confidentiality breaches, and lack of awareness regarding prevention and treatment services.	• Develop and implement training programmes, for healthcare professionals on informed consent, confidentiality, non-discrimination, and contemporary HIV prevention and treatment measures as required under Sections 5 and 8 of Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome (Prevention and Control) Act, 2017 ('HIV-AIDS Act"). • Direction to appoint ombudsmen as required under the HIV-AIDS Act for grievance redressal. • Hospitals providing HIV-related services should prominently display patient rights, information on PrEP and PEP, and information in relation to the Ombudsman under the HIV-AIDS Act. • Direct insurance providers to comply with the HIV-AIDS Act and eliminate discriminatory exclusions, waiting periods, or enhanced premium requirements solely on the basis of HIV status.	Ministry of Health and Family Welfare Insurance Regulatory and Development Authority
Queer persons, including transgender persons, are often unable to have their partners or chosen family recognised for healthcare decision-making.	• Consistent with the Supreme Court's recognition of chosen families in *Supriyo @ Supriya Chakraborty v. Union of India,*[7] ensure all healthcare facilities provide mechanisms for transgender persons to nominate persons of their choice irrespective of the legal relationship for health care decision making. Appropriate modifications must be made to the ethical and professional regulations towards this end. For an illustrative draft, please refer to Vidhi's Tamil Nadu Report. • Put in place a framework for advance medical directive, for end of life-care decision making, that is inclusive of non-marital partners and	Ministry of Health and Family Welfare; National Medical Commission

[7] 2023 INSC 920.

	chosen families, in line with the 'Guidelines for End of Life Care', AIIMS, New Delhi which can be accessed here.	
Healthcare professionals often lack adequate training in queer-affirmative healthcare.	● Develop and circulate operational guidelines on queer and trans-affirming healthcare, including confidentiality, gender inclusive ward allocation, chosen-name recognition, and grievance mechanisms. Mandatory and recurring sensitisation and training programmes should be integrated into medical education and continuing medical education and accreditation standards for medical colleges. ● Research guidelines of organisations such as the Indian Council of Medical Research should incorporate further focus on the health of transgender persons. ● Integrate transgender health and rights into undergraduate, postgraduate, and continuing medical education programmes.	Ministry of Health and Family Welfare Indian Council of Medical Research National Medical Commission
Barriers in accessing affirmative mental healthcare	● Design and implement queer-affirmative mental health programmes and standards for mental healthcare institutions. Mental healthcare standards should explicitly prohibit pathologisation of diverse sexual orientations, gender identities, and gender expressions. ● Develop specialised mental-health support such as tele-consultation services for transgender youth and persons facing family rejection, homelessness, or discrimination. ● Modification of programmes under the National Mental Health Programme such as the Rashtriya Kishor Swasthya Karyakram to make sex education and counselling services at Adolescent Friendly Health Clinics queer-inclusive and queer-affirmative.	Ministry of Health and Family Welfare; National Mental Health Authority National Health Mission

III. Transgender Affirmative Labour and Welfare Practices

The Supreme Court and High Courts have issued a range of directions to States for provision of affirmative measures in relation to employment and access to welfare benefits. Further section

3(b) and (c) and section 9 of the 2019 Act prohibit discrimination in matters of employment. Vidhi's recommendations draw from them and the extensive consultations undertaken with the community. Specifically, you can peruse:

- For a detailed discussion of the employment and welfare benefits-related recommendations, please refer to Part Three of the Supriyo Report here (p. 139 onwards).
- For a detailed discussion of the employment and welfare benefits-related recommendations, please refer to Chapter 4 ('Labour, Employment and Welfare Benefits') of the Tamil Nadu Report here (p. 180 onwards).

A brief summary of Vidhi's key recommendations across our work is provided below:

Issue	Recommendation	Nodal Authority
Lack of detailed, enforceable equal opportunity standards for transgender persons for workplaces.	• Prescribe a Model Equal Opportunity Policy for transgender inclusion and require all establishments to adopt it within a fixed timeline in line with *Jane Kaushik v. Union of India*[8] and Rule 12 of the Transgender Persons (Protection of Rights) Rules, 2020. The policy should prescribe minimum standards on non-discrimination, reasonable accommodation, complaints officers, confidentiality, inclusive infrastructure, and annual compliance reporting. • Establish a compliance dashboard and monitoring framework to track implementation including annual reporting by employers on implementation of transgender inclusion measures, reasonable accommodations, and grievance redressal outcomes.	Ministry of Social Justice and Empowerment and Ministry of Labour and Employment
Absence of workplace protections for transitioning employees.	• Issue a "No Adverse Action" protocol, for public and private establishments, prohibiting termination, transfer, denial of employment benefits, coerced disclosure, or other forms of adverse action against employees undergoing gender transition and develop workplace transition guidelines covering leave, communication plans, confidentiality protections, and anti-harassment measures. • Require employers to establish confidential procedures for updating employment records,	Ministry of Labour and Employment and Ministry of Skill Development and Entrepreneurship

[8] 2025 INSC 1248.

	identity cards, payroll records, and workplace systems once an employee changes name and gender identity.	
The Code of Wages, 2019 prohibits discrimination based on gender. However, employers may not be aware that gender would cover transgender persons.	Issue a direction to all establishments clarifying that the Code of Wages Act, 2019, specifically section 3 also covers transgender persons. Consequently, discrimination in matters of recruitment and wages against transgender persons will give them a cause of action under section 3.	Ministry of Labour and Employment
Limited employment and welfare support for transgender persons in the informal sector.	● Reorient livelihood programmes through community-led consultations and mapping exercises to develop flexible, demand-driven skill development and entrepreneurship schemes. ● Develop home-based, online, and flexible livelihood programmes responsive to the needs of transgender persons. ● Ensure registration of transgender workers in the unorganised sector according to their legal gender identity for access to labour benefits and social-security schemes. ● Create transparent and time-bound entrepreneurship grant schemes with publicly available eligibility criteria, evaluation standards, and disbursal timelines. ● Formulate unorganised sector welfare policies under the Social Security Code, 2020 for transgender persons and sex workers.	Ministry of Labour and Employment
Absence of reservation for transgender persons in public employment	Introduce compartmentalised horizontal reservations for transgender persons in public employment through appropriate amendments to service and recruitment rules, with the percentage determined through data-driven assessment and community-based consultations in line with judgements such as *NALSA.*[9] and with *Rakshika Raj v. State of Tamil Nadu.*[10]	Ministry of Labour and Employment; Ministry of Skill Development and Entrepreneurship; Ministry of Personnel, Public Grievances and Pensions

[9] 2014 INSC 275.
[10] W.P. No. 6967 of 2022.

Lack of interoperability and bureaucratic facilitation in access to welfare schemes	● Create a single-window digital platform linked to the transgender identity card for accessing welfare schemes. Adopt a "once-only" documentation principle whereby documents submitted for one welfare scheme can be processed across departments without repeated submission. The transgender identity card should operate as a foundational "seed document" from which eligibility for varied welfare schemes can be derived, in line with the findings of the court in *Sivakumar T.D. v. State of Tamil Nadu*.[11] ● Conduct periodic district-level welfare access camps dedicated to resolving pending applications for certificates, benefits, loans, housing support, and welfare entitlements. Institute mandatory training programmes for district and village-level officials on transgender identity documents, welfare entitlements, and service-delivery obligations.	Ministry of Women and Child Development; Ministry of Social Justice and Empowerment. National Council for Transgender Persons and State Councils/Boards
Lack of access to safe housing for transgender persons.	Increase the number of *garima grehs* set up under the SMILE Scheme.	Ministry of Housing and Urban Affairs and Ministry of Home Affairs and Ministry of Social Justice and Empowerment

[11] W.P. No. 16248 of 2021.

The senior citizen framework does not adequately address the needs of transgender elders.	● Ensure the Central Senior Citizen Policy explicitly recognizes LGBTIA+ elders, especially transgender elders, as a vulnerable group, and strengthen coordination between senior citizen welfare bodies and the Transgender National Council/ State Welfare Boards. ● Collect data on the specific vulnerabilities faced by transgender elders to support evidence-based policymaking. Ensure government-run and government-aided old-age homes adopt anti-discrimination protocols and transgender-inclusive standards. Develop specialised outreach mechanisms to identify transgender elders who are socially isolated or excluded from existing welfare schemes	Ministry of Social Justice and Empowerment
	● Proactively identify and assist transgender elders (through the National Council and State Welfare Boards) in accessing existing pension schemes such as Indira Gandhi National Old Age Pension Scheme and explore a dedicated pension scheme for elders above sixty years of age.	National Council for Transgender Persons and State Councils/Welfare Boards
Protection of rights of sex workers including transgender sex workers by addressing the misuse of Immoral Traffic (Prevention) Act, 1961 ('ITPA') to harass sex workers, including transgender sex workers	The Ministry of Home Affairs issues circulars concerning the implementation of the ITPA In Circular No. 14051/14/2011-F.VI,[12] the Ministry directed that the police must adopt a victim centric approach as per the SAARC Convention when dealing with victims of trafficking. It is critical for the MHA to take affirmative steps to ensure that first, sex workers and victims of trafficking are not treated as the same class. Second, given the rampant harassment of sex workers, including transgender persons in sex work, it is critical to ensure that law enforcement officials are trained to protect the rights of sex workers and are held accountable for rights violations.	Ministry of Home Affairs

[12] Ministry of Home Affairs, 'Office Memorandum no. 14051/14/2011-F.VI', dated May 1st, 2012, available at https://www.mha.gov.in/sites/default/files/AmdmntAdvForeign-030512.pdf.

IV. Inclusive Education

The Supreme Court and High Courts have issued various directions to ensure that the right to education is recognised and enforced, and students are not subject to hostile behaviour in educational institutions. Further, section 3 (a) of the 2019 Act prohibits discrimination in educational establishments and section 13 mandates inclusive education at educational establishments. Vidhi's recommendations draw on the above-mentioned legal protections and the extensive consultations undertaken with the community. Specifically, you can peruse:

- For a detailed discussion of the education related recommendations, please refer to Part Four of the Supriyo Report here (p. 167 onwards).
- For a detailed discussion of the queer inclusive education related recommendations, please refer to Chapter 5 ('Queer Inclusive Education') of the Tamil Nadu Report here (p. 232onwards).

A brief summary of Vidhi's key recommendations across our work is provided below:

Issue	Recommendation	Nodal Authority
Schools and universities are operating with exclusionary and hostile admission procedures to deny or delay admissions to transgender persons.	• Reform these practices by issuing orders to provide for use of "parent/guardian name" in place of gender-specific identifiers on school forms. • The order should also provide for acceptance of a self-attested affidavit declaring the student's self-identified gender for the purpose of ensuring admission to prevent discrimination against children belonging to disadvantaged groups in line with the State's obligation under section 8(c) of the Right of Children to Free and Compulsory Education Act, 2009 • Align fee and scholarship processes to remove access barriers. • Issue orders to mandate gender inclusive language on all school forms. • State-specific dashboard for students to access all available and applicable scholarships in the state can be operationalised as well.	Ministry of Education
There is a lack of vertical reservations for transgender persons in educational institutes.	• Extend compartmentalized horizontal reservations to transgender persons in matters of public education in higher education.	Ministry of Education

	● Treat transgender students as a 'socially disadvantaged group' for the purpose of section 12(1)(c) of the Right of Children to Free and Compulsory Education, 2009.	
There is no inclusivity in school processes in relation to uniforms, curriculum, and gender-neutral washrooms for transgender students.	● Issue institutional directions on hostels, restrooms, uniforms, counselling, and other campus practices to address hostile school and university environments to ensure they are gender inclusive. ● Release and distribute model guidelines to schools to nudge against rigid gender binary uniforms and ban sex segregated practices. ● Direct campuses to appoint qualified counselors or link with state-approved panels of SOGI-affirmative, trauma-informed professionals. ● Academic bodies (like the National Council of Educational Research and Training (NCERT)) must constitute expert curriculum review committees, including transgender persons and constitutional law experts, to develop age-appropriate modules on gender diversity and constitutional dignity into core courses across school stages.	Ministry of Education; University Grants Commission National Council of Educational Research and Training (NCERT)
Transgender persons are not able to access grievance-redressal mechanisms when facing discriminatory behaviours in educational institutions.	● Strengthen monitoring, enforcement, and grievance-redressal mechanisms through transgender-student grievance committees, university grievance bodies, School Management Committees, annual reporting, and anonymised data collection. ● Order all educational institutions to appoint Complaints Officers and ensure transgender inclusion in their grievance redressal processes. ● Mandate a standardized inquiry process in case of discrimination that explicitly includes official complaint forms, strict timelines, confidentiality protections, adherence to natural justice, and formal communication of outcomes.	Ministry of Education

	• Require grievance redressal bodies to submit quarterly, anonymized, and disaggregated data reports on received, resolved, and pending complaints directly to the Ministry of Education and the National Council for Transgender Persons.	
Teachers responsible for students are not aware of how to interact with transgender students.	Carry out periodic regular sensitisation and training drives for all centrally funded and regulated educational institutions, covering transgender rights and anti-discrimination obligations established under the TG Act, 2019 for teachers, administrative staff, and parents.	Ministry of Education
Enforce prohibition of corporal punishment	The Ministry of Education must issue a directive to all recognised schools to implement the 'Guidelines for Eliminating Corporal Punishment in Schools.[13] issued by the National Commission for Protection of Child Rights (NCPCR) , and clarify that the same will apply to transgender students facing punishment due to their gender identity and clarify that the protection of section 17 of the RTE Act also extends to transgender persons.	Ministry of Education
No school wide structure with representation from the queer community to anticipate and resolve the unique challenges faced by transgender persons.	• Creating diverse school management committees as per section 21(1) of RTE Act which provides for proportionate representation for disadvantaged groups. This will ensure the integration of the unique challenges faced by members of the transgender community. • Develop a training program for educators focused on training for inclusive classroom practices and intervening in cases of bullying and harassment. • The Ministry of Education should update the National Curriculum Framework for Teacher Education[14] issued by the National Council on Teacher Education through section 29 of the National Council	Ministry of Education, National Council for Educational and Research and Training

[13] NCPCR, 'Guidelines for Eliminating Corporal Punishments in School', available at https://nimhanschildprotect.in/wp-content/uploads/2021/03/NCPCRGuidelines-for-elimination-of-corporal-punishment.pdf.
[14] NCTE, [2009], 'National Curriculum Framework for Teacher Education: Towards Preparing Professional and Humane Teachers', https://ncte.gov.in/website/PDF/NCFTE_2009.pdf.

	for Teacher Education Act, 1993. This must be updated to incorporate queer-affirmative pedagogy and account for the experiences of students of the queer community. ● The mandatory teacher training programs must be adopted under Pandit Madan Mohan Malaviya National Mission on Teachers and Teaching Centres, Central Boards of Secondary Education, and All India Council for Teacher Education.	
There is no legislative framework for addressing ragging of transgender persons in educational institutions.	● The UGC definition of ragging under the 2016 Third Amendment to the UGC Regulations expressly covers harassment on grounds of gender, including transgender persons. Accordingly, the Ministry of Education should direct the UGC to issue a mandatory compliance circular to all higher education institutions to amend all institutional ragging policies to expressly name gender identity, and gender expression as protected grounds. ● Similarly the Ministry of Education should publish an advisory prescribing that under State anti-ragging acts, the definition clause, "ragging" should also include "any act of harassment, discrimination, bullying, intimidation, or victimisation directed at a student on the basis of sexual orientation, gender identity, or gender expression, including through electronic means". ● Direction to all educational institutions outlining their duty to comply with the mandate to provide inclusive education under section 13 of the TG Act, 2019.	Ministry of Education; University Grants Commission
Schools and universities are not equipped to deal with the unique mental health challenges faced by transgender persons.	● Providing accessible, inclusive, and affirmative mental health services to queer and transgender individuals. These will improve health-seeking behaviour, address mental health challenges, and even suicidal ideation. ● The Ministry of Health and Family Welfare in exercise of its mandate under Section 31 of the Mental Healthcare Act,	Ministry of Health and Family Welfare; Ministry of Education; Ministry of Social Justice and Empowerment

	2017 for the development of training programmes in collaboration with institutions of higher education, should issue standardised sensitisation modules on the mental health needs of queer and transgender students. These modules must be developed in consultation with mental health practitioners, transgender community representatives, and queer-affirmative practitioners. ● Sections 18(2) and 18(5) of the Mental Healthcare Act, 2017 place an obligation on the appropriate government to ensure district-level mental health services that are geographically accessible and non-discriminatory on grounds including gender and sexual orientation. The Ministry of Health and Family Welfare must operationalise this obligation for transgender persons by establishing district-level services like tele-counselling and referral systems (to mental healthcare providers) in districts lacking in-house mental health practitioners to ensure universal access to mental healthcare. ● Mandate strict confidentiality protocols to ensure that any disclosure of a student's gender identity or sexual orientation to school personnel in a private or support-seeking context is treated as confidential. Such information shall not be used to disclose or "out" the student to parents, guardians, or other staff without the student's informed and voluntary consent.	