



**GOVT. COLLEGE OF ENGINEERING AND TECHNOLOGY, JAMMU
(Autonomous College)**

Email: principal.gcet@jk.gov.in

Website: www.gcetjke.ac.in

No: GCET/25/Adm/2145-51


Dated: 30/12/2025

Sub:- Compliance with Supreme Court Judgment in Jane Kaushik Vs Union of India (2025)-
Ensuring Non-Discrimination and Protection of Rights of Transgender Persons in
Higher Education Institutions.

ORDER

In compliance with the judgment dated 17.10.2025 passed by the Hon'ble Supreme Court of India in the case titled Jane Kaushik vs Union of India, it is hereby ordered that Dr. Neerupama, Assistant Professor, Department of Chemistry, GCET Jammu (Mobile No. 9469172039) is nominated as the Complaint Officer, with immediate effect.

The Complaint Officer shall discharge her functions in accordance with the provisions of the Transgender Persons (Protection of Rights) Act, 2019 and the Transgender Persons (Protection of Rights) Rules, 2020, and shall be responsible for addressing grievances related to harassment, discrimination, or denial of services to transgender persons viz. staff members and students of this institution.


Principal
GCET, Jammu.

Copy to the:-

1. All HoD's, GCET, Jammu for information.
2. ✓ I/C Website, GCET, Jammu for information and to upload the order on the college Website.
3. Warden, Boys Hostel, GCET, Jammu for information.
4. Dr. Neerupama, Assistant Professor, Department of Chemistry, GCET, Jammu for information and compliance.
5. Accounts Officer, GCET, Jammu for information.
6. I/C Security, GCET, Jammu, for information and with the direction to give wide circulation of communication No. DC-HE/K/2025/2683 dated 16.12.2025, as well as the above-mentioned order, and to ensure that the same is displayed on the Campus Notice Boards.
7. Office file.



Government of Jammu and Kashmir
Directorate of Colleges
Higher Education Department

The Principals,
Govt. Degree Colleges/GCETs
UT of Jammu and Kashmir.

Sub: Compliance with Supreme Court Judgment in *Jane Kaushik v. Union of India* (2025) – Ensuring Non-Discrimination and Protection of Rights of Transgender Persons in Higher Education Institutions..

Sir/ Madam,

Apropos to the subject matter, your attention is invited towards the landmark judgment dated 17.10.2025 passed by the Hon'ble Supreme Court of India in *Jane Kaushik v. Union of India*, wherein the Court has laid down binding principles and directions concerning the rights of transgender persons, with specific reference to educational institutions and workplaces.

The Hon'ble Supreme Court, while tracing the evolution of transgender rights from *NALSA v. Union of India* (2014) to the enactment of the Transgender Persons (Protection of Rights) Act, 2019 and Rules, 2020, has observed that despite statutory recognition, the rights guaranteed to transgender persons continue to be undermined due to institutional apathy, absence of grievance redressal mechanisms, and lack of effective implementation by both State and non-State actors.

The Court has, inter alia, held that:

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- o Discrimination on the ground of gender identity is unconstitutional and violative of Articles 14, 15, 16, and 21 of the Constitution of India.
 - o Educational institutions, whether public or private, are under a positive obligation to prevent discrimination and ensure dignity, inclusion, and equal opportunity.
 - o State inaction in enforcing statutory safeguards amounts to "omissive discrimination", attracting constitutional liability.
 - o The principle of reasonable accommodation is an implied and enforceable obligation under the TG Act and an essential component of substantive equality.
- HA & SA*
- GA*

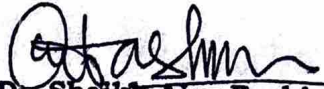
In light of the above, all Principals are hereby directed to ensure the following measures with immediate effect:

- (i) Ensure absolute non-discrimination against transgender persons in admissions, employment, academics, hostels, facilities, and all institutional activities.
- (ii) Designate a Complaint Officer in accordance with the Transgender Persons (Protection of Rights) Act, 2019 and Rules, 2020, to address grievances relating to harassment, discrimination, or denial of services. The details of the Complaint officer shall be updated on the Directorate Portal.

- (iii) Conduct sensitization and awareness programmes for students, faculty, and non-teaching staff on gender identity, constitutional values, and inclusive institutional practices.
- (iv) Actively inform and sensitize students that grievances relating to discrimination, harassment, or denial of rights on the ground of gender identity may also be reported through SIGMA (Students Integrated Grievance & Messaging Application), ensuring confidentiality and time-bound redressal.

All Principals shall ensure wide circulation of this communication within their respective institutions and strict compliance in letter and spirit. A brief Action Taken Report (ATR) in the matter is required to be updated on the Directorate Portal Module M13.

Yours Sincerely,


Dr. Sheikh Ajaz Bashir
Director Colleges, J&K
Dated: 16-12-2025

No.: DC-HE/K /2025/ 2683

Copy to the:

1. OSD to Hon'ble Minister for Education, Higher Education, Health & Medical Education and Social Welfare
2. PS to Additional Chief Secretary, Higher Education Department
3. Master file / Office record