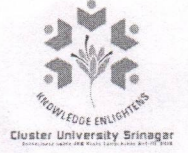




GOVERNMENT COLLEGE OF EDUCATION
Institute of Advanced Studies in Education
CLUSTER UNIVERSITY, SRINAGAR

Maulana Azad Road Srinagar (J&K)
(NAAC RE-ACCREDITED GRADE "A" (CGPA 3.24))

Email: principal-ias@jk.gov.in / [http:// www.gcoekmr.edu.in](http://www.gcoekmr.edu.in)



No. GCOE/IAS/26/ 2234

Date: 26/9/2026

NOTICE

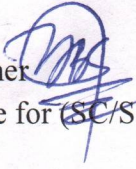
Subject: Policy on Inclusion and Welfare of Transgender Persons (Implementation of NHRC Advisory 2.0)

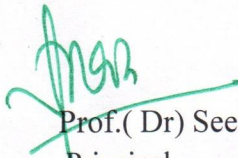
In pursuance of the communication received from the Directorate of Colleges, Higher Education Department, J&K, and the Advisory issued by the National Human Rights Commission (NHRC) dated May 18, 2026, the College hereby adopts the following Policy on Inclusion and Welfare of Transgender Persons.

Key Provisions:

- **Non-Discrimination Policy** – All students and staff shall be treated with dignity, irrespective of gender identity or expression.
- **Admissions & Records** – Self-identified gender shall be respected in admissions and academic records. Transgender certificates issued by competent authorities shall be accepted as valid proof.
- **Campus Facilities** – The College shall take necessary steps to designate at least one restroom as gender-neutral. Uniform policies shall also be implemented flexibly to accommodate self-identified gender.
- **Sensitization & Awareness programmes** – Awareness programmes on gender diversity shall be conducted for faculty, staff, and students. Teacher education curricula (B.Ed., M.Ed., Integrated B.Ed.-M.Ed. and ITEP) already include modules on gender inclusion and human rights under courses such as Gender, School and Society; Human Rights Education; Gender and Education; Human Rights and Education; and Gender education.
- **Grievance Redressal** – The Internal Complaints Committee and Student Grievance Cell shall address gender identity-related grievances. Prof. Yunis Basit (Convener, Committee for SC/ST/OBC/Transgender) has been designated as the Complaint Officer for the college under the Transgender Persons (Protection of Rights) Act, 2019 and Rules, 2020. The Complaint Officer will address grievances relating to harassment, discrimination, denial of services, and requests for reasonable accommodation on the ground of gender identity.

- **Monitoring & Reporting** – Documentation of sensitization programmes and infrastructure changes shall be maintained.
- **Compliance** - All faculty members, non-teaching staff and student bodies are directed to ensure strict adherence to this policy. Any violation shall be treated as misconduct and dealt with under relevant rules.

Convenor 
Committee for (SC/ST/OBC/Transgender)


Prof. (Dr) Seema Naz
Principal

Copy to:

1. In-charge, College Website – for uploading the notice on the College website.
2. In-charge, Admissions – for information and necessary compliance in admission records.
3. Dean, Student Welfare – for information and necessary student support.
4. Convenor, Internal Complaints Committee – for information.
5. Office File – for record.