

**H.**For the sake of creating awareness, this Court is suggesting the following sensitization programs to be conducted by the concerned Ministry of the Union/State Government(s). This list is only indicative and not exhaustive.

<b>S.No</b>	<b>Stakeholder</b>	<b>Sensitization Programme</b>	<b>Concerned Department/ Government</b>
1.	Police and Prison Authorities	<p>Programs at regular intervals on steps to be taken for protection from and prevention of offences against the LGBTQIA+ community.</p> <p>Conduct sensitization about legal rights of LGBTQIA+ community at regular intervals.</p> <p>Not limited to the above programs, sensitization programs are to be conducted for police personnel creating</p>	Home Department, Government of Tamil Nadu

awareness about the *Offences and Penalties* as stipulated under *Chapter VIII of The Transgender Persons (Protection of Rights) Act, 2019* and compliance of Rule 11 of the *Transgender Persons (Protection of Rights) Rules, 2020*.

Outreach programs to be conducted by the NGOs with community support to put forth first-hand problems faced in the hands of law enforcement agencies, and to train them in providing effective assistance.

Ensure that transgender and gender-nonconforming prisoners are housed

		separately from cis-men prisoners to eliminate chances of sexual assault by the latter on the former.	
2.	District and State Legal Service Authorities	<p>Awareness programs periodically to be conducted in association with NGOs and community support, to understand and provide effective legal services to them.</p> <p>Such awareness programs shall be conducted in relation to the rights of transgender persons and prohibition of discrimination against them under <i>The Transgender Persons (Protection of Rights) Act, 2019</i>.</p> <p>The benefit of free legal aid to</p>	Tamil Nadu State Legal Services Authority, Ministry of Law, Government of Tamil Nadu.

		<p>be extended for the members of the LGBTQIA+ community.</p> <p>Inclusion of issues faced by the LGBTQIA+ community in Lok Adalat.</p>	
3.	Judiciary	<p>To conduct awareness programmes for Judicial Officers at all levels in coordination with the enlisted NGOs and community support and to provide suggestions/ recommendations to ensure non-discrimination of persons belonging to the LGBTQIA+ community.</p>	<p>MSJE, Tamil Nadu State Judicial Academy, Ministry of Law, Government of Tamil Nadu.</p>
4.	Physical and Mental Health Professionals.	<p>Assistance to LGBTQIA+ community and their environment, by affording</p>	<p>National Medical Commission, Indian Psychiatric</p>

	<p>Physical and Mental health support who are facing stigma and discrimination from society.</p> <p>Mental health camps and awareness programs to understand gender, sexuality, sexual orientation and promote acceptance of diversity.</p> <p>Prohibit any attempts to medically “cure” or change the sexual orientation of LGBTIQA+ people to heterosexual or the gender identity of transgender people to cisgender.</p> <p>To take action against the concerned professional involving themselves in any</p>	<p>Society, Rehabilitation Council of India.</p>
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		<p>form or method of conversion “therapy”, including withdrawal of license to practice.</p> <p>Sensitization programs as provided by Rule 10(7)(b) of <i>Transgender Persons (Protection of Rights) Rules, 2020</i> shall be in addition to the above said.</p>	
5.	Education Institutions	<p>Effective change in curricula of Schools and Universities to educate students on understanding the LGBTQIA + Community.</p> <p>Outreach programs to be conducted in association with NGOs and members of the LGBTQIA+ Community.</p> <p>Through Parents-Teacher</p>	<p>National Medical Commission, Ministry of Education, Government of India, School Education Department, Government of Tamil Nadu, Department of Higher Education, Government of Tamil Nadu,</p>

	<p>Association (PTA) meetings, sensitize parents on issues of LGBTQIA+ community and gender nonconforming students, to ensure supportive families.</p> <p>Amendment of necessary policies and resources to include students belonging to LGBTQIA+ community in all spheres are Schools and Universities. E.g.</p> <ol style="list-style-type: none"> <li>1.Ensure availability of gender-neutral restrooms for the gender-nonconforming student.</li> <li>2.Change of name and gender on academic records for transgender persons.</li> <li>3. Inclusion of 'transgender'</li> </ol>	<p>UGC, AICTE, National and State Councils for Education Research and Training (NCERT, SCERT)</p>
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in addition to M and F gender columns in application forms for admission, competitive entrance exams, etc.

Appointment of counselors who are LGBTQIA+ inclusive, for the staffs and students to address grievances, if any, and to provide effective solutions for the same.

In addition to the above, the appropriate government shall take effective steps to implement measures in relation to transgender persons as stipulated by Chapter VI of *The Transgender Persons (Protection of Rights) Act*,



		2019 and Rule 10 of the <i>Transgender Persons (Protection of Rights) Rules, 2020.</i>	
6.	Health workers	Non-pathologizing of gender-diverse children, intersex children, and LGBTQIA+ youth. Sensitization and orientation of <i>Anganwadi</i> Workers and similar personnel on transgender issues, and involve themselves in assisting the parents of LGBTQIA+ youth.	Ministry of Women and Child Development; Health and Family Welfare, Government of India.
7.	Public and Private workplace/ institutions	Awareness programs and workshops, with the help of LGBTQIA+ members/workers, for inclusion of LGBTQIA+ community, amongst the	Government of India and Government of Tamil Nadu

employees.

Such awareness programs shall also include sensitization on prohibition of discrimination as provided in *The Transgender Persons (Protection of Rights) Act, 2019* and relevant rules under *Transgender Persons (Protection of Rights) Rules, 2020*.

Suitable changes in hiring policies for inclusivity.

Setting up and enforcement of Human Resource policies to make them LGBTQIA+ community-friendly.

Support members of the LGBTQIA+ community in case of any grievance.

		<p>Extension of benefits, e.g., insurance to members of the LGBTQIA+ community.</p> <p>To adopt suitable policies that address non-discrimination on grounds of sexual orientation, including sexual harassment of persons belonging to the LGBTQIA+ community, in workplace.</p>	
<p>8.</p>	<p>Parents of LGBTQIA+ members</p>	<p>Understanding and accepting children of diverse gender expressions, sexual orientation, gender identities and gender presentation.</p> <p>Provide peer support for parents of members belonging to the LGBTQIA+ community through support groups.</p>	<p>MSJE</p>