

UT Administration of
Dadra and Nagar Haveli and Daman and Diu
Department of Labour and Employment,
Silvassa

No.LEO/Advisory/2026/779

Date : 25.05/2026

C I R C U L A R

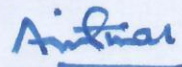
Subject: Implementation of the Transgender Persons (Protection of Rights) Act, 2019 – Designation of Complaint Officer and Equal Opportunity Policy for Transgender Persons.

It is informed that under the provisions of the Transgender Persons (Protection of Rights) Act, 2019, every establishment is required to designate a Complaint Officer to deal with complaints relating to violation of the rights of transgender persons.

Although the Act came into force in January 2020, it has been observed that many establishments have not yet designated such Complaint Officer.

Therefore, all industries, establishments, and organizations are hereby directed to designate a Complaint Officer and frame an Equal Opportunity Policy for transgender persons ensuring non-discrimination in employment, workplace safety, dignity, and equal access to opportunities.

The details of the designated Complaint Officer shall be displayed prominently at the workplace. All establishments shall ensure compliance within 07 days from the date of issuance of this circular and submit a compliance report to the Labour Department, Dadra & Nagar Haveli, Silvassa.



Deputy Commissioner (Labour),
Dadra and Nagar Haveli,
Silvassa

To,

All Industries / Establishments / Organizations,
DNH,