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SUPREME COURT

No One Needs Permission to Be Themselves”

Supreme Court Affirms Transgender Persons’ Right to Gender Affirmation Without Employer Approval

Sheikh Rayees • October 18, 2025

PUBLISHED REPORT

in a striking affirmation of personal dignity and identity, the Supreme Court has ruled that transgender and gender-diverse individuals do not need their employer’s consent to undergo gender affirmation or surgical transition. The Court underscored that gender self-determination lies within the realm of autonomy and is not subject to workplace control — unless the nature of the job itself hinges upon gender identity.

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