

JODHPUR VIDHYUT VITRAN NIGAM LIMITED

No. JdVVNL/MD/Secy.(Admn.)/Ju/S.Estt./F. 100. 79 D. 392

Dated 10/6/11

ORDER

Sub:- Amendment in Employees (Conduct) Regulations, 1976 and Employees (Classification, Control & Appeal) Regulations, 1962.



Pursuant to the approval accorded by the Co-ordination Committee in its 148th Meeting held on 16.05.2011, following amendments in Employees (Conduct) Regulations, 1976 and Employees (classification, Control & Appeal) Regulations, 1962 are hereby made at par with the State Government's amended provisions so that effective measures could be taken for prohibition of sexual harassment of working women at work places of Jodhpur Discom:

◇ I. **In Employees (Conduct) Regulations, 1976:**

The following new provision is hereby inserted as new "Regulation 23 AA" after the existing Regulation 23 A:

"23AA. Prohibition of sexual harassment of working women.

1. No employee shall indulge in any act of sexual harassment of any women at her work place.
2. Every employee who is incharge of a work place if brought to his cognizance shall take appropriate steps to prevent sexual harassment to any women at such work place.

Explanation:- For purpose of this regulation, "sexual harassment" includes such unwelcome sexually determined behavior, whether directly or otherwise as:-

- (I) physical contact and advances;
- (II) demand or request for sexual favours;
- (III) sexually coloured remarks;
- (IV) showing any pornography; or
- (V) any other unwelcome physical, verbal or non-verbal conduct of a sexual nature."

(II) **In Employees (Classification, Control & Appeal) Regulations, 1962:**

The following new provision is hereby inserted as new "Regulation 8-A" after the existing Regulation 8:

"8-A. Special procedure in cases of sexual harassment of working women at work places:-




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Notwithstanding, anything contained in regulation 6, 7 & 8, if there is complaint of sexual harassment within the meaning of rule 23AA of the Employees (Conduct) Regulations, 1976, the Complaints Committees established for enquiring into such complaint, shall be deemed to be an enquiry authority and the report of the said Committees shall be deemed to be an enquiry report for the purpose of these regulations. The Disciplinary Authority will act on the said enquiry report in accordance with these regulations. The Complaints Committee shall hold, if separate procedure has not been prescribed for the Complaints Committee for holding the enquiry into the complaints of sexual harassment, the enquiry as far as practicable in accordance with the procedure laid down in these regulations."

This is subject to ratification by the Board of Directors.

By order


Secretary (Admn.)
JdVVNL, Jodhpur.

Copy to the following for information and necessary action:

1. The Chief Engineer (), JdVVNL,
2. The Dy.\Zonal Chief Engineer (), JdVVNL,
3. The Chief Accounts Officer (), JdVVNL,
4. The Company Secretary, JdVVNL, Jodhpur..
5. The Superintending Engineer (), JdVVNL,
6. The T.A. to Managing Director, JdVVNL, Jodhpur\ Jaipur.
7. The Addl. Superintendent of Police (Vig.), JdVVNL, Jodhpur.
8. The Dy. Director Personnel (HQ\ JZ\ BZ), JdVVNL, Jodhpur\ Bikaner.
9. The Sr. Accounts Officer (), JdVVNL,
10. The T.A.P.A. to Director (Finance\Technical), JdVVNL, Jodhpur.
11. The Executive Engineer (), JdVVNL,
12. The Personnel Officer (), JdVVNL,
13. The Accounts Officer (), JdVVNL,
14. The Assistant Engineer (), JdVVNL,
15. The Public Relations Officer (), JdVVNL,


Personnel Officer (Estt.)
JdVVNL, Jodhpur.