



Himachal Pradesh Power Corporation Limited

(A State Govt. Undertaking)

Himfed Bhawan, Panjri, (Below Old MLA Quarter), Shimla-171005

Phone: 0177-2633814-18, Fax 0177-2633813

HPPCL/P&A/Policy Circulars (Vol-III)/13/- 25566-90 Dated:11/01/2013

To

All HOPs/HODs,
HP Power Corporation Limited.

Subject: Compliance of directions of the Hon'ble Supreme Court of India in the case of Vishaka & Others Vs State of Rajasthan & Others.

Sir,

In pursuance to the Supreme Court of India judgment in the case of Vishaka & Others Vs. State of Rajasthan & Others and Rule 12 B of the HPPCL Conduct, Discipline and Appeal (CDA) Rules regarding "Prohibition of sexual harassment of working women"; a committee of following officers is hereby constituted to provide for effective enforcement of the basic human rights of gender equality and inquire into cases of sexual harassment and abuse at Corporate Office, HPPCL, Shimla:-

- | | | | |
|----|---|----------|-------------|
| 1. | Er. Anjali Sharma,
Assistant Engineer (Electrical) | Chairman | 94181-26921 |
| 2. | Mrs. Puja Gupta
APO (Training) | Member | 94184-65124 |
| 3. | Mr. Rahul Lotheta
APRO | Member | 94184-33083 |

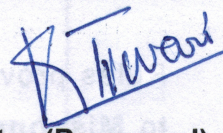
The Rule 12 B of the HPPCL Conduct, Discipline and Appeal (CDA) Rules provides that any act of sexual harassment of women employees' amount to **Misconduct**. Appropriate disciplinary action should, therefore, be initiated in such cases against the delinquent government servant. This rule provides that no employee shall indulge in any act of sexual harassment of any woman at her work place. It further provides that every employee who is in charge of a work place shall take appropriate steps to prevent sexual harassment to any woman at such work place. As per explanation provided under this rule, "Sexual Harassment" has been defined to include such unwelcome sexually determined behaviour, whether directly or otherwise, as: a) physical contact and advances; b) demand or request for sexual favours; c) sexually coloured remarks; d) showing any pornography ; or e) any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

The Rule 12 B of the HPPCL Conduct, Discipline and Appeal (CDA) Rules provides that any act of sexual harassment of women employees' amount to **Misconduct**. Appropriate disciplinary action should, therefore, be initiated in such cases against the delinquent government servant. This rule provides that no employee shall indulge in any act of sexual harassment of any woman at her work place. It

Keeping in view the directions of the Hon'ble Supreme Court of India in the case of Vishaka & Others Vs. State of Rajasthan & Others (Copy enclosed); all HOPs/HODs are requested to ensure as follows:-

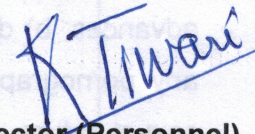
1. To set up a Complaints Committee on sexual harassment for redressal of the complaints made by victims in each project.
2. Subject to availability of suitable women officers, complaint committee should be headed by a women and not less than half of its members should be women.
3. All the complaints received by the Complaints Committee should be entered in a permanent register to be maintained in each project site/office including Corporate Office for this purpose. A gist of action taken on each complaint should also be recorded in this register.
4. The Complaints Committee should ensure time bound treatment of complaints.
5. In particular it should be ensured that the victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment. The victims of sexual harassment should have the option to seek transfer of the perpetrator or their own transfer.
6. All HOPs/HODs are also requested to monitor the functioning of the Complaints Committee once in three months.

In view of the above, all HOPs are requested to constitute a three member committee to combat sexual harassment and send the compliance report within three days, positively.


Director (Personnel)

Copy to the following for information & necessary action:-

1. The Managing Director, HPPCL, Shimla -5.
2. The Director (Finance), HPPCL, Shimla -5.
3. The Director (Electrical), HPPCL, Shimla-5.
4. The Chief Environment Specialist, HPPCL, Uttam Bhawan, Shimla-4.
5. The General Manager (Civil Contract), HPPCL, Shanti Kutir, Chakkar, Shimla-5.
6. The General Manager (Electrical), HPPCL, Shanti Kutir, Chakkar, Shimla-5.
7. The Sr. Manager (P&A), Corporate Office, Shimla-5.
8. The Sr. Manager (IT) with a request to display this correspondence in the official website.
9. All the above named officers.
10. Notice Board.


Director (Personnel)

In view of the above, all HOPs are requested to constitute a three member committee to combat sexual harassment and send the compliance report within three days, positively.

(2)