



Himachal Pradesh Power Corporation Limited
(A State Government Undertaking)

Himfed Building, BCS, New Shimla, Shimla-9
Phones: 0177-2671589, 2670633. Website: www.hppcl.in
CIN U40101HP2006SGC030591

Office Order

In continuation to this office order No. HPPCL/P&A/Sexual Harassment/17-Vol-I-1962-74 dated 26.04.2018, it is notified that 'Sexual harassment at workplace' as defined in the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**; includes the following:

1. Physical contact.
2. A demand or request for sexual favours.
3. Sexually coloured remarks.
4. Showing pornography.
5. Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature for example leering, telling dirty jokes, making sexual remarks about a person's body etc.

Accordingly, if any female employee at workplace is facing issues related to sexual harassment then she may approach the Internal Complaints Committee (ICC) constituted vide ibid order for redressal of the matter.

The above instructions are for information and compliance of all employees.

No. HPPCL/P&A/ICC/2018- 19844-56
Copy to for information and necessary action:-

1. All HOPs/HODs, HPPCL.
2. Notice Board.

Director (Personnel)

Dated: 12/12/2018

Director (Personnel)



REDMI NOTE 5 PRO
MI DUAL CAMERA