

AJMER VIDYUT VITRAN NIGAM LIMITED
HATHI BHATA, CITY POWER HOUSE, AJMER-305001
No. AVVNL/CAO(Rev. /Cont.)/AAO (Rule)/F.2.../OO/D. 1026 Dated 7.6.2011

ORDER

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

The Co-ordination Committee, in its 148th meeting held on 16th May, 2011, has accorded its approval for making the following amendments in the Employees (Conduct) Regulations, 1976 and the Employees (Classification, Control & Appeal) Regulations, 1962, making them 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 AVVNL;

I. Employees (Conduct) Regulations, 1976

The following new provision shall be 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:-

- (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."

II. Employees (Classification, Control & Appeal) Regulations, 1962

The following new provision shall be 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:-

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 Committee established for enquiring into such complaint, shall be deemed to be an enquiry authority and the report of the said Committee 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 order is subject to ratification by the Board of Directors.

By Order,

(M. K. Jain)

Chief Accounts Officer (R&C)
AVVNL, Ajmer

Copy submitted/forwarded to the following for information and necessary action:-

1. The Chief Engineer/Zonal Chief Engineer (), AVVNL, _____.
2. The Chief Engineer (RDPPC), AVVNL, Jaipur.
3. The Chief Accounts Officer (ATB/ IA - W&M), AVVNL, Ajmer.
4. The Secretary (Admn.), AVVNL, Ajmer.
5. The Zonal Sr. Accounts Officer (), AVVNL, Ajmer/Udaipur/ Jhunjhunu.
6. The Sr. Accounts Officer (), AVVNL, _____.
7. The Superintending Engineer (Civil/Plan/MM/O&M/M&P/TW), AVVNL, Ajmer / Bhilwara/ Nagaur/Udaipur/ Chittorgarh/ Banswara/Rajsamand/ Jhunjhunu/ Sikar/ Dungarpur/ Pratapgarh with the request to circulate this order among division/Sub-division under his control.
8. The Company Secretary, AVVNL/RRVNL, Ajmer/ Jaipur.
9. The Addl. Superintendent of Police (Vig.), AVVNL, Ajmer.
10. The TA to Managing Director, AVVNL, Ajmer.
11. Dy. Director of Personnel (AZ / UZ / JJZ) , AVVNL, Ajmer/Udaipur/ Jhunjhunu
12. The Accounts Officer (O&M/IA/EA/Budget/W&M), AVVNL, Ajmer/ Bhilwara/Nagaur/Udaipur/Chittorgarh/Banswara/Rajsamand/Sikar/JJN.
13. The Personnel Officer (Corporate Off./O&M), AVVNL, _____.
14. The Public Relation Officer, AVVNL, Ajmer.
15. The P.A. To Managing Director, AVVNL, Ajmer/Jaipur.
16. The P.A. To Director (Technical), AVVNL, Ajmer.

Assistant Accounts Officer (Rule)