

No.11013/10/97-Estt(A)

Government of India

Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel & Training)

New Delhi, dated the 13th July, 1999

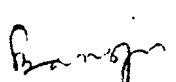
OFFICE MEMORANDUM

Subject: Prevention of sexual harassment of working women - Supreme Court judgement in the case of Vishaka Vs. State of Rajasthan.

The undersigned is directed to refer to this Department's Office Memorandum of even number dated 13.2.98 vide which guidelines and norms to be observed to prevent sexual harassment of working women were issued in pursuance of the judgement of the Supreme Court in the case of Vishaka & Ors. Vs. State of Rajasthan and Ors. (JT 1997(7) SC 384).

2. The above guidelines inter-alia stipulate for the creation of an appropriate complaint mechanism in every organisation for re-dressal of the complaints made by the victims. It has come to the notice of this Department that in one of the Central Government Offices, the Committee constituted for the purpose was headed by an official of the rank of Upper Division Clerk. As an official not sufficiently higher in rank may not be able to express views independently/freely especially when the perpetrator is holding an higher position, the arrangement makes mockery of the system. It is therefore, requested that the Committee constituted for redressal of the complaints by the victims of sexual harassment should be headed by an officer sufficiently higher in rank, so as to lend credibility to the investigations.

3. The Ministries/Departments are requested to note the above instructions for strict compliance.

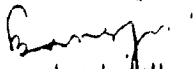

(Smt. S. Bandopadhyay)
DIRECTOR

To

All Ministries/Departments of the Govt of India.

Copy to;

1. Comptroller and Auditor General of India, New Delhi
2. Union Public Service Commission, New Delhi.
3. Central Vigilance Commission, New Delhi.
4. Central Bureau of Investigation, New Delhi.
5. All Union Territory Administrations.
6. Lok Sabha/Rajya Sabha Secretariat.
7. All Attached and Subordinate Offices of the Ministry of Personnel, Public Grievances and pensions and Ministry of Home Affairs.


(Smt. S. Bandopadhyay)
DIRECTOR