



**ORISSA POWER TRANSMISSION CORPORATION LIMITED**  
(A Govt. of Orissa Undertaking)  
Registered Office: Janpath, Bhubaneswar - 751022  
Phone: (0674) 2541320 / 2542320 (O)

No.- AW-LW-VI-10/2011/ 4157 / Dated- 09.03.2011

**OFFICE ORDER**

Pursuant to the decision of the Board of Directors in its 45<sup>th</sup> meeting held on 10.01.2011, the following rules on prohibition of sexual harassment of working women at work place in line with the amendments made in the Orissa Government Servant Conduct Rules, 1959 implemented by OPTCL vide No.-20256 dated 9.12.2010, is inserted in the GRIDCO Officers' Service Regulation 1996, adopted by OPTCL as under ;

Rule 40 (3) (A) - Sexual harassment of working women.

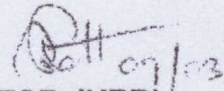
- (i) No officer shall indulge in any act of sexual harassment of women at her work place.
- (ii) Every officer who is in charge of work place shall take appropriate steps to prevent sexual harassment to women at such work place.

Explanation: For this purpose, "Sexual harassment" includes unwelcome sexually determined behaviour (whether directly or by implication) such as :-

- a) physical contact and advances
- b) a demand or request for sexual favours
- c) sexually coloured remarks
- d) showing pornography
- e) any other physical verbal or non-verbal conduct of sexual nature.

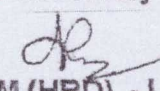
N.B.: In case of such misconduct, inquiry shall be conducted as per the guidelines issued by the Hon'ble Supreme Court.

This issues with the approval of the Competent Authority.

  
DIRECTOR (HRD)

Memo No.- 4158 (120) / Dated- 09.03.2011

Copy to all Chief General Managers/ all Sr. General Managers/ all General Managers/ all Dy. General Managers/ all Asst. General Managers/ all Managers/ all Dy. Managers/ all Asst Managers/ all other officers for information and necessary action.

  
AGM (HRD) -1