



**कुलसचिव कार्यालय**  
**मोतीलाल नेहरू राष्ट्रीय प्रौद्योगिकी संस्थान इलाहाबाद**  
**इलाहाबाद-२११००४ [भारत]**  
**Office of the Registrar**  
**Motilal Nehru National Institute of Technology Allahabad**  
**Allahabad-211004 [India]**

**NOTIFICATION**

**Sub: Alignment of Service Rules with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013**

In pursuance to the Joint Secretary to the Government of India, Department of Personnel and Training, Ministry of Personnel, Public Grievances and Pension, Government of India office memorandum [No. 11013/2/2014 Estt (A.III), dated 27.11.2014] and letter of the Under Secretary (TC), Ministry of HRD [No. 21-74/2014-TS.II, dated 20.01.2015] on the above subject, this is to notify to all concerned that the Institute. The following procedure may be adopted while dealing with complaints of sexual harassment in the Institute.

- (i) Sexual harassment will include any one or more of the Acts or behaviour defined in Rule 3-C of the CCS (Conduct) Rules 1964 read with Sec 3(2) of SHWW (PPR) Act.
  - (ii) The Committee constituted in each Ministry/ Department/ office under the CCS (Conduct) Rules, 1964 shall inquire into complaints of sexual harassment in accordance with the provisions of Section 4 of the SHWW (PPR) Act.
  - (iii) The Committee will as far as practicable follow the procedures prescribed in CCS (CCA) Rules 1965 for conduct of the inquiry.
  - (iv) If any complaint is received directly by the committee, the same shall be referred to the appropriate disciplinary authority and the Committee shall inquire into the complaint on the complaint being referred to it by the disciplinary authority.
2. Further, In addition, the Committee will have the powers to recommend to the employer:-
- (a) To transfer the aggrieved woman or the charged officer to any other workplace; or
  - (b) To grant leave to the aggrieved woman up to a period of three months. (The leave granted to the aggrieved woman under this section shall be in addition to the leave she would be otherwise entitled to.)
  - (c) To grant such other relief to the aggrieved woman as may be prescribed; or
  - (d) To deduct from the salary or wages of the charged officer such sum as it may consider appropriate to be paid to the aggrieved woman or to her legal heirs. Any amount outstanding at the time of cessation of the services of the charged officer due to retirement, death or otherwise may be recovered from Page 3 of 4 No. 11013/2/2014 Estt (AIM Dated the 27 th November 2014 the terminal benefits payable to the officer or his heirs. Such compensation will not amount to penalty under Rule 11 of CCS (CCA) Rules in terms of the Explanation (ix) to Rule 11 inserted vide Notification of even Number dated 19-11-2014.

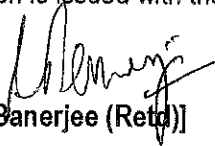
3. It may also be noted that the Committee may recommend action to be taken against the person who has made a complaint, if the Committee arrives at the conclusion that the allegation is malicious or the aggrieved woman or the person making the complaint has made the complaint knowing it to be false or has produced any forged or misleading document. The Committee may also recommend action against any witness if it comes to the conclusion that such witness has given false evidence or produced any forged or misleading document.

4. Attention is also invited to the following provisions of SHVV1N (PPR) Act:

- Sec 16 & 17 : Prohibition of publication or making known contents of complaint , inquiry proceedings and recommendations of the Committee.
- Sec 19 : Duties of employer. This may be read with provisions of Rule 3(C) (2) of CCS (Conduct) Rules.
- Sec 21, 22 of SHWW(PPR) Act and Rule 14 of the SHWW (PPR) Rules Annual Reports

5. The contents of this OM may be disseminated to all faculty members/staffs of the Institute through attached notification.

This notification is issued with the approval of the Competent Authority.

  
[Col. Sanjiv Banerjee (Retd.)]  
Registrar

No. 1954 /Reg. Off./2015

Dated: February 27, 2015

Copy forwarded for information and necessary action to:

1. Director.
2. All Heads/All Deans/P.T.P./Registrar.
3. All Faculty In-Charges/All Officer In-Charges/All Section In-Charges.
4. President, Students Activities Centre/Chief Proctor/Chief Warden/Warden In-charge Boys' Hostel/ Warden In-charge Girls' Hostel.
5. Coordinators/Prof. In charges: All Central Facilities: Computer Centre/ Workshop/ Library/ Gymkhana/ Centre for Interdisciplinary Research.
6. Dy. Registrar [Academic]/Dy. Registrar [Accounts]/ Librarian/ Medical Officer/ Officer In-charge [Civil Maintenance]/ Engineer [Electrical Maintenance].
7. Coordinator, Computer Centre to publish the same on the Institute website.
8. Personal file of concerned person.
9. Guard File.

  
[Col. Sanjiv Banerjee (Retd.)]  
Registrar