



**NATIONAL ACADEMY OF AGRICULTURAL RESEARCH MANAGEMENT**

Rajendranagar, Hyderabad 500 407

No.2-311/11/AI  
26<sup>th</sup> November, 2011

**OFFICE ORDER**

In pursuance of ICAR's letter No.21(67)/97-CDN dated 13-10-2011, the Director, NAARM is pleased to constitute the 'Complaint Committee for Sexual Harassment of Women at work place' at the Academy as given below.

1.	Dr.R.Kalpana Sastry, HoD_ARSMMP	..	Chairperson
2.	Sh.Sanjay Kant, Jt.Director (Admn) & Registrar	..	Member
3.	Dr.N.Sandhya Shenoy, Pr. Scientist	..	Member
4.	Dr.J.Renuka, Asst. Director (OL)	..	Member
5.	Mrs.Savithri Murali, T-5 (Tech. Officer)	..	Member
6.	Mrs.Rukmani Ammal, Personal Asst.	..	Member Secretary
7.	Mrs.P.Padmavathi, Social Worker, Kasturba Gandhi Memorial Trust, Hyderabad	..	3 <sup>rd</sup> Representative

Code of conduct for work place

Sexual harassment is a serious criminal offence which can destroy human dignity and freedom. In an effort to promote the well being of all women employees at the work place the following code of conduct has been prescribed:-

- I. It shall be the duty of the employer to prevent or deter the commission of any act of sexual harassment at the work place.
- II. Sexual harassment will include such unwelcome sexually determined behaviour by any person either individually or in association with other persons or by any person in authority whether directly or by implication such as :-
  - (i) Eve-teasing
  - (ii) Unsavoury remarks
  - (iii) Jokes causing or likely to cause awkwardness or embarrassment
  - (iv) Innuendos and taunts
  - (v) Gender based insults or sexist remarks
  - (vi) Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like
  - (vii) Touching or brushing against any part of the body and the like
  - (viii) Displaying pornographic or other offensive or derogatory pictures, cartoons pamphlets or sayings

Contd..2

- (ix) Forcible physical touch or molestation
- (x) Physical confinement against one's will and any other act likely to violate one's privacy and includes any act or conduct by a person in authority and belonging to one sex which denies or would deny equal opportunity in pursuit of career development or otherwise making the environment at the work place hostile or intimidating to a person belonging to the other sex, only on the ground of sex.

This order comes into operation with immediate effect and until further orders.

  
(Sanjay Kant)

Jt. Director (Admn.) & Registrar

Distribution:

1. Chairperson and Members of the Committee
2. PS to Director
3. Copy for display in naarm web site