

IMPORTANT

**Bharat Sanchar Nigam Limited
(A Govt. of India Enterprise)
BSNL Corporate Office
(SCT CELL)**

No. 6-1/2005 SG(SCT) PT / 312

Dated: 07 -05-2013

To

All the CGMs

Sub: **Prevention of Sexual Harassment of women employees at their workplaces**

This is regarding Prevention of Sexual Harassment of women employees at their workplaces .

In this connection, BSNL CO is issuing guidelines to the field units from time to time for creating a greater awareness among the officials of BSNL for prevention of sexual harassment of women employees at their work places and advised them to take all necessary steps scrupulously (as per the Hon'ble Supreme court guide lines) to spread awareness among all the employees regarding zero tolerance for sexual harassment at work places. The Sexual harassment committee of respective units should be more active in settling the cases within the given time frame and should meet once in a quarter even though no case is pending with the committee. Any aggrieved women of sexual harassment at her workplace should lodge a complaint with the SHC Committee of concern SSA or to the CGM directly.

All the CGMs are requested to kindly take necessary steps in this regard to spread awareness among all the employees as mentioned above.

It has also come to the notice that no Sexual harassment committee has been formed in many SSAs . It is therefore, requested to kindly furnish the details of Sexual harassment committee SSA wise in you circle.

This may kindly be treated as **IMPORTANT**


(Ram Shakal)

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