

Proceedings No RC/ENC/H1/10012018/18

Dt:02.02.2018

Sub:- Appointment of a Committee for redressal of grievances of Lady employees in I&CAD Department – Reg

Ref:- G.O Ms No 27 WD-CW &Disabled Welfare (Porgs) dept., Dt:21.01.1999

The Hon'ble Supreme Court of India has laid down certain Guide lines and norms to prevent sexual harassment of working women. For this purpose, Sexual harassment includes:

- i. Physical Contact and Sexual advances;
- ii. A demand or request for sexual favours;
- iii. Sexually coloured remarks;
- iv. Showing pornography;
- v. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

When the women has reasonable grounds to believe or feel that her objection in the matter would disadvantage her in connection with employment or work including recruiting or promotion or when it creates a hostile work environment.

In view of the increasing number of complaints regarding harassment of Lady Employees in I&CAD department, and to prevent the same, a committee with the following members is here by constituted, which will act as a **Lady Employee Grievance Redressal Forum** (Complaints Committee) especially with respect to working area and working places.

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| 1. Smt T.Prameela, Superintending Engineer | Head of the Committee |
| 2. Smt K.Vidyavathi, Executive Engineer | Member |
| 3. Smt V.Prathima, Deputy Executive Engineer | Member |
| 4. Smt P.Padmavathy, Chief Accounts Officer | Member |
| 5. Ch. Swathikiran, Assistant Executive Engineer | Member & Co-ordinator |
| 6. U.Sailaja Rani, Superintendent | Member |

The Committee shall enquire the complaints whenever the lady employees make complaints regarding sexual harassment at their work places and submit the report recommending about the genuinity after conducting enquiry to the Engineer-in-Chief (AW), I&CAD Department, Hyderabad for taking further action.

This Committee will not consider any requests regarding transfers. It is purely meant for protecting the dignity of Lady Employees.

Lady employees who are facing any problems regarding sexual harassment may directly contact the Committee members or can approach through 'e' mail to legrfirrigation@gmail.com.

The above formed committee is an adhoc committee and after certain time, this will reviewed.

Sd/- B.Nagendra Rao, Dt 02.02.2018,
Engineer-in-Chief(AW)


For Engineer-in-Chief(AW)

To

1. Smt T.Prameela, Superintending Engineer, O/o the Chief Engineer, Central Designs Organisation, Hyderabad through the Chief Engineer, Central Designs Organisation, Hyderabad
2. Smt K.Vidyavathi, Joint Director, TSERL Through the Chief Engineer, TSERL, Hyderabad
3. Smt V.Prathima, Deputy Executive Engineer, O/o the Chief Engineer, Central Designs Organisation, Hyderabad through the Chief Engineer, Central Designs Organisation, Hyderabad
4. Smt P.Padmavathi, Chief Accounts Officer, O/o the Engineer-in-Chief(IW), Hyderabad through the Engineer-in-Chief(IW), Hyderabad
5. Ch. Swathikiran, Assistant Executive Engineer, O/o the Chief Engineer, Kaleswaram Project, Hyderabad through the Chief Engineer, Kaleswaram Project, Hyderabad
6. U.Sailaja Rani, Superintendent, O/o the Engineer-in-Chief (AW), Hyderabad, through the Engineer-in-Chief (AW), Hyderabad
7. Copy to the Engineer-in-Chief(I), Hyderabad and Engineer-in-Chief(Karimnagar) for circulating among all the staff
8. Copy to all Chief Engineers for circulating among the staff.
9. Copy to the DEE Computers, the Engineer-in-Chief (AW), Hyderabad for placing the above order in Irrigation Website.