

11. ¹THE ALL INDIA SERVICES (PREVENTION OF SEXUAL HARASSMENT) REGULATIONS, 1998

In exercise of the powers conferred by Sub-section (1) of section 3 of the All India Services Act, 1951 (61 of 1951), the Central Government in consultation with the Governments of the States concerned hereby makes the following Regulations under Rule 3 of the All India Services (Conduct) Rules, 1968, namely:—

1. Short title:—

These regulations may be called the All India Services (Prevention of Sexual Harassment) Regulations, 1998.

(2) They shall come into effect on the date of their publication in the Official Gazette.

2. Definition:—

Sexual harassment includes such unwelcome sexually determined behaviors (whether directly or otherwise) as:—

- (a) Physical contact and advances;
- (b) A demand or request for sexual favours;
- (c) Sexually coloured remarks;
- (d) Showing pornography or
- (e) Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

3. Prohibition of sexual harassment of working women—

- (1) Every member of the Service shall take all possible steps to ensure that all Government Servants for the time being under his control and authority keep away from any act of sexual harassment of working women.
- (2) Every member of the Service who is incharge of a work place shall take appropriate steps to prevent sexual harassment to any woman at such working place.
- (3) No member of the Service shall indulge in any act of sexual harassment of any woman at working place.

¹ The principal regulation was notified vide DOPT Notification No.11017/30/97-AIS(III) dated 24.07.1998 (GSR No.143 dt. 08.08.1998)