

**GOVERNMENT OF INDIA
PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
LOK SABHA**

UNSTARRED QUESTION NO:3521
ANSWERED ON:12.02.2014
COMPLAINTS OF SEXUAL HARASSMENT
Tagore Shri Manicka

Will the Minister of PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS be pleased to state:

- (a) whether complaints of sexual harassment have been lodged by girls/ women employees against top civil servants including judges/ retired judges in the recent past;
- (b) if so, the details thereof; and
- (c) the steps being taken to find out a permanent mechanism to deal with such cases ?

Answer

MINISTER OF THE STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCE AND PENSIONS AND MINISTER OF THE STATE IN THE PRIME MINISTER'S OFFICE (SHRI V. NARAYANASAMY)

(a) & (b) Yes, Madam. Five such complaints against top civil servants of the level of Additional Secretary to Government of India have been received by the Cabinet Secretariat. There is no centralized data in respect of complaints against Judges/retired Judges.

(c) A Complaints Committee has been constituted in the Cabinet Secretariat to enquire into complaints of sexual harassment made against officers of the level of Secretary and Additional Secretary in Ministries, Departments and Organisations. The Committee is headed by a retired (woman) IAS Officer and consists of two NGO members and a senior officer with experience of the sector or Department to which the complaint relates. The All India Services (Conduct) Rules, 1968 and The Central Civil Services (Conduct) Rules, 1964 contain provisions to ensure that all Government servants keep away from any act of sexual harassment of working women and appropriate steps are taken to prevent sexual harassment to any woman at such working place. Contraventions of these Rules attract disciplinary action. Further, keeping in view the broad guidelines laid down by the Hon'ble Supreme Court in Vishaka & Ors vs. State of Rajasthan & Ors., detailed instructions and norms to be observed to prevent harassment of working women have been issued by the Government.

The transparency and accountability in the higher judiciary is at present being enforced and maintained through an 'in-house' system by the peer group.