

**No. 40(04)/BIFR/Estt-2009**  
**Board for Industrial & Financial Reconstruction**  
**Ministry of Finance**  
**(Establishment Section)**

Dated: 05th November, 2009

**OFFICE MEMORANDUM**

Sub: **Complaint Committee on Prevention of Sexual Harassment of Women at place of Work.**

In pursuance of the direction issued by the Hon'ble Supreme Court of India in the case of Visakha and others vs. State Govt. of Rajasthan and in compliance with the guidelines given by Deptt. of Personnel and Training vide OM No.11013/3/2009-Estt. (A) dated 21.7.2009, a Complaint Committee for considering complaints of sexual harassment in the Board for Industrial and Financial Reconstruction (BIFR) Ministry of Finance is constituted with immediate effect, as under:-

- |     |   |   |                 |
|-----|---|---|-----------------|
| a)  | Smt. Kalpana Prusty<br>Chief Manager,<br>Union Bank of India,<br>Presently working as Consultant<br>in BIFR     | - | Chairperson     |
| b)  | Shri Y.P. Bhateja<br>Chief Manager (Law),<br>Bank of Maharashtra,<br>Presently working as Consultant<br>in BIFR | - | Member          |
| c)  | Smt. Neeta Ajay Kumar,PS,<br>BIFR   | - | Member          |
| (e) | Representative from YWCA,<br>Delhi.   | - | Co-opted Member |

2. The Complaint Committee shall look into all the complaints of sexual harassment as and when brought to the notice of the committee by the women employees of BIFR and take appropriate action against the persons found guilty of sexual harassment as per the provisions of CCS Conduct Rules.

3. The Complaint Committee shall meet every quarter even if no live cases are available to review the preparedness and fulfil the requirements of the Apex Court Judgment in the 'Visakha' Case. A copy each of DOP&T guidelines dated 21.07.09, 03.08.09, 07.08.09 and 08.10.09 are enclosed.

4. The Complaint Committee shall also make an Annual Report to the Secretary, BIFR of the complaints (if any) and action taken by it.
5. This issues with the approval of Chairman, BIFR.

sd/-  
**(T.S. Singh)**  
**Under Secretary (Admn.)**  
**Tele:23701249**

To

1. **Smt. Kalpana Prusty, Consultant (Bkg.), BIFR**
2. **Shri Y.P. Bhatija, Consultant (Bkg.), BIFR.**
3. **Smt. Neeta Ajay Kumar, PS, BIFR**
4. **General Secretary, YWCA, Ashoka Road, New Delhi-110001.**
5. **All officers/sections in BIFR. It is requested to bring the contents of the Memorandum to the notice of the all employees.**
6. **Deptt. of Women & Child Development, Ministry of Human Resources Development, Shastri Bhavan, New Delhi.**
7. **DFS, Ministry of Finance, New Delhi.**
8. **Notice Board/Website of BIFR**

Copy to:-

- (i) **PPS to Hon'ble Chairman**
- (ii) **PPS to Hon'ble Members**