

HIGH COURT OF JAMMU AND KASHMIR
(Office of the Registrar General at Jammu)

Subject: Procedure for dealing with complaints of sexual harassment against the Judicial Officers working under the superintendence and control of the High Court of J&K.

ORDER

No: 1522

Dated: 06/03/2020

All the Judicial Officers of Jammu and Kashmir Higher Judicial Service and Jammu and Kashmir Judicial Service are hereby directed to take note of the following legal position on the subject cited above:-

- i. By virtue of the All India Services (Prevention of Sexual Harassment) Regulations, 1998 and Rule 22 of the Jammu and Kashmir Higher Judicial Service Rules, 2009, sexual harassment of women at work place is an act of misconduct by the officer rendering him liable for disciplinary action.
- ii. By virtue of Rule 3B of the Jammu and Kashmir Government Employees (Conduct) Rules, 1971, sexual harassment of women at work place is an act of misconduct by the Judicial Officers other than District Judges rendering them liable for disciplinary action.
- iii. The Internal Complaints Committees appointed by the District Judges do not have the competence to examine or inquire into the complaints of sexual harassment against officers of the J&K Higher Judicial Service or the J&K Judicial Service.
- iv. Complaints of sexual harassment against officers of the J&K Higher Judicial Service and other Judicial Officers are required to be placed before the Hon'ble Full Court on Administrative Side for consideration.

By Order of the Full Court.

(Sanjay Dhan)
Registrar General

No: 39429-69/98
Copy of the above forwarded to:

Dated: 06/03/2020

1. Principal Secretary to Hon'ble the Chief Justice, High Court of J&K,
2. Secretary to Hon'ble Mr. Justice _____
..... for information of their Lordships.
3. Registrar Vigilance, High Court of J&K at Jammu.
4. Registrar Rules, High Court of Jammu and Kashmir, Jammu.
5. Registrar Computers, High Court of Jammu and Kashmir, Jammu
6. Registrar Judicial, High Court of J&K, Jammu/Srinagar.
7. All Principal District and Sessions Judge of the Union Territories of J&K and Ladakh for information and with the request to circulate the same amongst all the judicial officers posted within their respective jurisdiction.
8. CPC, e-Courts Project, High Court of Jammu and Kashmir for uploading the same on the High Court Website and Websites of all the District Courts.

Registrar General