

## **Acts of Misconduct**

24. A breach of any of the provisions of these regulations shall be deemed to constitute misconduct punishable under the UCO Bank Officer Employees' (Discipline and Appeal) Regulations, 1976.

### **24A. Prohibition of Sexual Harassment of Working Women**

- i) No officer employee shall indulge in any act of sexual harassment of any woman at her work place.
- ii) Every Officer employee who is in charge of a workplace shall take appropriate steps to prevent sexual harassment to any woman at such work place.

**Explanation:** For the purpose of this Regulations "Sexual Harassment" includes such unwelcome sexually determined behaviour (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.