



No.A.60011/35/2007-IR

IMPORTANT
भारतीय विमानपत्तन प्राधिकरण
AIRPORTS AUTHORITY OF INDIA

24 June, 2014

The Regional Executive Director
Airports Authority of India
Northern/Western/Eastern/Southern/NER
Delhi/Mumbai/Kolkata/Chennai/Guwahati

The Executive Director
RCDU/FIU
AAI, New Delhi

The Airport Director,
Airports Authority of India
Kolkata/Chennai Airport

The Director
Indian Aviation Academy
New Delhi

The Principal
CATC
Allahabad

The General Manager
CRSD/E&M Workshop
AAI, New Delhi

Corporate HRM Circular No.24/2014

**Subject:- Adherence to the provisions of the Airports Authority of India
Employees (Conduct, Discipline and Appeal) Regulations, 2003 - a
general advisory.**

As per the Regulation 4(3) of the Airports Authority of India Employees (Conduct, Discipline and Appeal) Regulations, 2003, "every employee shall, at all times, conduct himself soberly and temperately while on official premises and also, in public, show proper respect and civility to all concerned and shall use his utmost endeavour to promote the interest of the Authority and to main and promote the good reputation thereof".

2. It has, however, come to notice of the Management that in a recent case the Hon'ble Delhi High Court has taken a serious view of the intemperate and threatening language used in certain communication by an employee of AAI and, as such, issued direction to him to desist from using such language in future.

3. It is, in this connection, also considered to be imperative to mention that despite being advised/warned in the past, some of the associations are still indulging in use of intemperate language in their communications or are in the habit of making baseless allegations against senior functionaries. Now, as noted in para 2 above, even the Hon'ble Delhi High Court has taken note of it. No doubt, it is a matter of utmost concern.

4. While taking due cognizance of the aforesaid direction of the Hon'ble Delhi High Court, the AAI Management considers it imperative to issue a general advisory to all employees including their representatives to take serious note of the aforementioned development which, no doubt, has dented the image of the organization. This state of affairs cannot be allowed to continue. It is, therefore, informed to all concerned that use of intemperate and threatening language, either verbally or in writing, is a misconduct in terms of the aforementioned ECDA Regulations and would, therefore, result in initiation of disciplinary proceeding.

5. **V**iewed as such, employees are earnestly advised to maintain utmost discipline - in speech and action - so as to maintain healthy and cordial relations internally and also to project positive, cohesive and dynamic image of the organization externally.
6. **T**his issue with the approval of the Chairman, AAI.
7. **I**t may be given **w**ide circulation.



(K.K. JHA)
Member (HR)

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