THE UTTAR PRADESH GOVERNMENT SERVANTS
CONDUCT RULES, 1956
APPOINTMENT (B) DEPARTMENT
Miscellaneous
No. 2367/II-B-118-54, July 21, 1956

In exercise of the powers conferred by the proviso to Article 309 of the
Constitution of India, the Governor of Uttar Pradesh makes the following
rules to regulate the conduct of Government Servants employed in connection
with the affairs of the State of Uttar Pradesh.

The Uttar Pradesh Government Servants Conduct Rules, 1956
(As amended)

1. **Short title**—These rules may be called the Uttar Pradesh Government
Servants Conduct Rules, 1956

2. **Definition**—In rules unless the context otherwise requires:
   (a) "Government" means the Government of Uttar Pradesh:
   (b) "Government servant" means a person appointed to public services
   and post in connection with affairs of the State of Uttar Pradesh.

   **Explanation**—A government servant whose services are placed at the
disposal of a company, corporation, an organization, a local authority the
Central Government or the Government of another State by the U.P.
Government, shall for the purposes of these rules be deemed to be a
government servant notwithstanding that his salary is drawn from sources
other than from the Consolidated Fund of Uttar Pradesh:
   (c) "Member of the family" in relation to government servant, includes:
   (i) the wife, son, step son, unmarried daughter or unmarried step
daughter of such government servant whether residing with him
   or not, and in relation to government servant who is a woman, the
   husband, son, step sons, unmarried daughters or unmarried step
daughters dependent on her and residing with her or not, and
   (ii) any other person related, whether by blood or by marriage, to
   the government servant or to such government servant's wife or
   her husband, and wholly dependent on such government servant
   but does not include a wife or husband legally separated from
   the government servant or a son, step son, unmarried daughter
   or unmarried step daughter who is no longer, if any way,
dependent upon him of her, or of whose custody, the government
servant has been deprived by law.

3. **General**—(1) Every government servant shall at all times maintain
absolute integrity and devotion to duty.

(2) Every government servant shall at all times conduct himself in
accordance with the specified or complied orders of Government regulating
behaviour and conduct which may be in force.

"3-A Prohibition of sexual harassment of working women-
(1) No Government Servant shall indulge in any act of sexual
harassment of any women at her work place.

(2) Every Government Servant who is incharge of work place shall
take appropriate steps to prevent sexual harassment any women
at such work place.

**Explanation**—For the purposes of this rule. "Sexual harassment" includes
such unwelcome sexually determined behaviour whether directly or
otherwise, as—
16-001.jpg
Illustration

A is a government servant.

B is member of the family of A as defined in rule 2(C)

M is a movement or activity, which is, or lends directly or indirectly to be, subversive of Government as law established.

A becomes aware that B's association with M is objectionable under the provisions of the sub-rule. A should prevent such objectionable association of B. If A fails to prevent such association of B, he should report the matter to the Government.

(3) Deleted vide notification No. 2756/II-B118-54 Dt. 8.8.74

If any question arises whether any movement or activity falls within the scope of this rule, the decision of the government thereon shall be final.

(4) No government servant shall canvas or otherwise interfere with or use his influence in connection with, or take part in, an election to any legislature or local authority:

Provided that—

(i) A government servant qualified to vote at such election may exercise his right to vote, but where he does so, he shall give no indication of the manner in which he proposes to vote or has voted.

(ii) A government servant shall not be deemed to have contravened the provisions of this rule by reason only that he assists the conduct or an election in the due performance of a duty imposed on him by or under any law for the time being in force.

Explanation—The display by a government servant on his personal, vehicle, or residence of any electoral symbol shall amount to using his influence in connection with an election within the meaning of this sub-rule

Illustration

Acting as Returning Officer, Assistant Returning Officer, Presiding Officer, Polling Officer or Polling Clerk in connection with an election does not contravene the provisions of sub-rule (4):—

5-A. Demonstrations and strike—No government servant shall:

1. engage himself or participate in any demonstration which is prejudicial to the interest of the sovereignty and integrity of India, the security of the State, friendly relations with foreign States, public order, decency or morality, or which involve contempt of court, defamation or incitement to an offence, or

2. resort to, or in any way abet any form of strike in connection with any matter pertaining to his service or the service of any other government servant.

5-B. Joining of Associations by government servants—No government servant shall join, or continue to be a member of an association the objects or activities of which are prejudicial to the interest of the sovereignty and integrity of India or public order or morality.

6. Connection with press or radio—(1) No government servant shall except with the previous sanction of the Government own wholly or in part of conduct or participated in editing or managing or any newspaper or other periodical publication.

(2) No government servant shall, except with the previous sanction of the Government or any other authority empowered by it in this behalf, or in the bona fide discharge of his duties, participate in a radio broadcast or;
contribute any article or write any letter, either anonymously or in his own name or in the name of any other person to any newspaper or periodical:

Provided that no such sanction shall be required if such broadcast or such contribution is of a purely literary, artistic or scientific character.

7. Criticism of Government—No government servant shall in any radio broadcast or in any document publish anonymously or in his own name, or in the name of any other person or in any communication to the Press, or in any public utterance, make any statement of fact or opinion—

(i) which has the effect of any adverse criticism of any decision of his superior officers or of any current or recent policy or action of the Uttar Pradesh Government or the Central Government or the Government of any other State or local authority; or

(ii) Which is capable of embarrassing the relations between the Uttar Pradesh government and Central government or the government of any other State; or

(iii) Which is capable of embarrassing the relation between the Central Government and the government of any foreign State:

Provided that nothing in this rule apply to any statement made or views, expressed by a government servant in his official capacity or in the due performance of the duties assigned to him.

Illustration

(1) A government servant is dismissed from service by the Government. It is not permissible for B another government servant, to say publicly that the punishment is wrongful, excessive or unjustified.

(2) A public officer is transferred from station A to station B. No Government servant can join the agitation for the retention of the public officer at station A.

(3) It is not permissible for a government servant to criticize publicly the policy of Government on such matters as the price of sugarcane fixed in any year, nationalization of transport etc.

(4) A Government servant cannot express any opinion on the rate of duty imposed by the Central Government on specified imported goods.

(5) A neighbouring State lays claims to tract of land living on the border of Uttar Pradesh. A government servant cannot publicly express any opinion on the claim.

(6) It is not permissible for a government servant to publish any opinion, on the decision of foreign State to terminate the concessions given by it to the nationals of another State.

8. Evidence before committee or any other authority—(1) Save as provided in sub-rule (3) no government servant shall, except with the previous sanction of the government, give evidence in connection with any enquiry conducted by an person; committee or authority.

(2) Where any sanction has been accorded under sub-rule (1) no Government servant giving such evidence shall criticise the policy of the Uttar Pradesh Government, the Central Government or any other State Government.

(3) Nothing in the rule shall apply to—

(a) evidence given at an inquiry before and authority appointed by the Government, by the Central Government by the Legislature of Uttar Pradesh or by, Parliament, or
(b) evidence given in any judicial inquiry.

9. Unauthorised Communication of information—No government servant shall, except in accordance with any general or special order of the government in the performance, in good faith, or the duties assigned to him, communicate, directly or indirectly, any official document or information to any government servant or any other person to whom he is not authorized to communicate such document or information.

Explanation—Quotation by a government servant in his representation to his official superiors, of or from the notes on any file shall amount to unauthorised communication of information within the meaning of this rule.

10. Subscriptions—No government servant shall, except with the previous sanction of the government ask for or accept contributions to, or otherwise associate himself with arising of, any funds or other collections, in cash or in kind in pursuance of any object whatsoever.

11. Gifts—A government servant shall not without previous approval of government:

(a) accept directly or indirectly on his own behalf or on behalf of any other persons or

(b) permit any member of his family who is dependent on him, to accept.

any gift, gratuity or reward from any person other than a close relation.

Provided that he may accept or permit any member of his family to accept from a personal friend, a wedding present or a present on a ceremonial occasion, of a value not exceeding Rs. one tenth of the basic pay of the Government servant. All Government Servants shall, however, use their best endeavour to discourage even the tender of such presents.

Illustration

The citizens of a town decide to present to 'A' a Sub-Divisional Officer, a watch exceeding in value Rs. One tenth of his basic pay in appreciation of the services rendered by him during the food.

'A' cannot accept the present without the previous approval of the Government.

11-A. No Government servant shall:

(i) give or take or abet the giving or taking of dowry; or

(ii) demand, directly or indirectly from the parents or guardian of a bride or bridegroom as the case may be, any dowry.

Explanation—For the purposes of this rule the word 'dowry' has the same meaning as in the Dowry Prohibition Act, 1961 (28 of 1961).

12. (Deleted).

13. (Deleted).

14. Public demonstration in honour of government servants—No government servant shall, except with the previous sanction of the Government receive any complimentary or valedictory address, or accept any testimonial or attend any meeting public entertainment held in his honour, or in the honour of any other government servant:

Provided that nothing in this rule shall apply to a farewell entertainment of a substantially private or informal character and held in honour of a government servant on the occasion of his retirement or transfer or of any person who has recently quitted service of the Government.

Illustration

A, a Deputy Collector, is due to retire, B, another Deputy Collector in
the district, may give a dinner in honour of A to which selected persons are invited.

15. Private trade or employment—No government servant shall except with the previous sanction of the Government, engage directly or indirectly in any trade, business or undertake any employment.

Provided that a government servant may, without such sanction, undertake honorary work of a social or charitable nature or occasional work of a literary, artistic or scientific character, subject to the condition that his official duties do not thereby suffer and that he informs his Head of the Department, and when he is himself the Head of the Department, the Government, within one month of his undertaking such a work but he shall not undertake, or shall discontinue, such work if so directed by the Government.

Provided further that in case a member of the family of a Government servant undertakes private trade or private employment, the information of such trade or employment shall be given to the Government by the Government servant.

15-A—Prohibition regarding employment of children below 14 years of age—"No government servant shall employ or engage a child below the age of fourteen years in any hazardous work or take beggar or other similar forms of forced labour from such child."

16. Registration Promotion and management of companies—No government servant shall, except with the previous sanction of the Government, take part in the registration promotion or management of any bank of other company registered under the Companies Act, 1959 or under any other law for the time being in force:

Provided that a government servant may take part in the registration promotion or management of a co-operative society registered under the Uttar Pradesh Cooperative Societies Act, 1965 (U.P. Act no. XI of 1966), or under any other law for the time being in force or of a literary, scientific or charitable society registered under the Societies Registration Act, 1860 (Act XXI of 1860), or under any corresponding law in force, but he will not take part in, or associate himself with the collection of funds or raising subscriptions of selling shares or any other financial transactions of such society:

Provided further that if a government servant attends any bigger Cooperative Society or body as a delegate of any cooperative society, he will not seek election for any post of that bigger society or body. He may take part in such election only for purposes of casting his vote.

17—Insurance business—A government servant shall not permit his wife or any other relative who is either wholly dependent on him or is residing with him, to act, as an insurance agent in the same district which he is posted.

18—Guardianship of minors—A Government servant may not, without the previous sanction of the appropriate authority, act as a legal guardian of the person or property of a minor other than his dependent.

Explanation 1—A dependent for the purpose of this rule means a government servant's wife children and step-children and children's children and shall also include his parents, sisters, brothers, brother's children and sister's children if residing with him and wholly dependent upon him.

Explanation 2—Appropriate authority for the purpose of this rule shall be as indicated below:
For Head of department
Divisional Commissioner or
a Collector.
For a District Judge
The Administrative Judge of the
High Court.
For other Government
Servants concerned
The Head of the Department

19. **Action in respect of a relation**—(1) Where a government servant submits any proposal or opinion or takes any other action, whether for or against any individual related to him, whether the relationship be distant or near, he shall with every such proposal, opinion or action, expressly state whether the individual is or is not related to him, and if so related the nature of the relationship.

(2) Where a government servant has by any law rule or order in force power of deciding finally any proposal, opinion or any other action and that proposal, opinion or action is in respect of an individual related to him, whether the relationship be distant or near and whether that proposal, opinion or action affects the individuals favourably or otherwise he shall not take a decision, but shall submit the case to his superior officer after explaining the reasons and the nature or relationship.

20. **Speculation**—No Government servant shall speculate in any investment.

*Explanation*—The habitual purchase or sale or securities of a notoriously fluctuating value shall be deemed to be speculation investments within the meaning of this rule.

(2) If any question arises whether a security or investment is of the nature referred to in sub-rule (1) the decision of the Government thereon shall be final.

21. **Investments**—(1) No Government servant shall make or permit any member of his family to make any investment likely to embarrass or influence him in the discharge of his official duties.

(3) If any question arises whether a security or investment is of the nature referred to in sub-rule (1) the decision of the Government thereon shall be final.

**Illustration**

A District Judge shall not permit his wife, or son to open a cinema house or to purchase a share therein, in the district where he is posted and if he is transferred to a district where is member of his family has already made such an investment, he shall immediately inform his superior authority.

22. **Lending and borrowing**—(1) No Government servant shall, except with the previous sanction of the appropriate authority, lend money to any person at interest or in a manner whereby return in money or in kind is charged or paid:

Provided that a Government servant may make an advance or pay to a private servant, or give a loan of a small amount, free of interest, to a personal friend or a relative.

(2) No Government servant shall, save in the ordinary course of business with a bank, Co-operative Society or a firm, or otherwise place himself under precautionary obligation to any person within the local limits of his authority nor shall be permit any member of his family except with the previous sanction of the appropriate authority, to enter into any such transaction:
Provided that a Government servant may accept a purely temporary loan not exceeding in value the amount of his two months' basic pay free of interest from a personal friend or relative or operate a credit account with a bona fide tradesman.

(3) When a Government servant is appointed or transferred to a post of such a nature as to involve him in the breach of any of the provisions of the sub-rule (1), or sub-rule (2) he shall forthwith report the circumstances to the appropriate authority, and shall thereafter act in accordance with such orders as may be passed by the appropriate authority.

(4) The appropriate authority in the case of Government servants who are gazetted officers, shall be the Government and in other cases, the Head of the Offices.

23. Insolvency and habitual indebtedness—A Government servant shall so manage his private affairs as to avoid habitual indebtedness or insolvency. A Government servant who becomes the subject of legal proceedings for insolvency shall forthwith report the full facts to the head of the office or department in which he is employed.

24. Movable, immovable and valuable property—(1) No Government servant shall except with the previous knowledge of the appropriate authority acquire or dispose of any immovable property by lease, mortgage, purchase, sale, gift or otherwise, either in his own name or in the name of any member of his family:

Provided that any such transaction conducted otherwise than through a regular and reputed dealer shall require the previous sanction of the appropriate authority.

Illustration

A. a Government servant, proposes to purchase a house. He must inform the appropriate authority of the proposal. If the transaction is to be made otherwise than through a regular and reputed dealer A. Must also obtain the previous sanction of the appropriate authority. The same procedure will be applicable if A. proposes to sell his house.

(2) A Government servant who enters into any transaction concerning any movable property exceeding in value, the amount of his basic pay for one month or rupees one thousand, whichever is less whether by way of purchase, sale or otherwise shall forthwith report such transaction to the appropriate authority:

Provided that no Government servant shall enter into any such transaction except with or through a reputed dealer or agent of standing or with the previous sanction of the appropriate authority.

Illustration

(1) A. a government servant whose monthly pay is rupees six hundred, purchases a tape recorder for rupees seven hundred, or

(2) B. a government servant whose monthly pay is rupees two thousand sells a car for rupees one thousand five hundred.

In either case A or B must report the matter to the appropriate authority. If the transaction is made otherwise than through a reputed dealer he must also obtain the previous sanction of the appropriate authority.

(3) At the time of first appointment and thereafter at intervals of five years, every Government servant shall make to the appointing authority through the usual channel, a declaration of all immovable property owned, acquired or inherited by him or held by him on lease or mortgage, and of...