

PENAL CONSEQUENCES OF SEXUAL HARASSMENTS

Following kind of punishment could be awarded under the Act:-

1. As prescribed under the Service Rules

2. In case service rules do not exist :-

- a. Disciplinary action including written apology, reprimand, warning, censure, withholding of promotion/ pay raise/ increment
- b. Termination of employment
- c. Undergo counselling
- d. Community service

3. Deduction from salary for:

- a. Mental Trauma, pain, suffering and emotional distress caused;
- b. Medical expenses incurred by the victim for physical or psychiatric treatment;
- c. The loss of career opportunity due to the incident of sexual harassment;
- d. The income and financial status of respondent has to be kept in mind;
- e. Feasibility of such payment in lump sum or in instalments.

4. If the amount is not paid it can be recovered as arrear of land revenue
