

**Penal Consequences of Sexual Harassment at the Workplace**

Sexual harassment at the workplace is a serious misconduct and may attract disciplinary as well as legal action under applicable laws. Depending on the nature and severity of the offence, the following penal consequences may be imposed on the respondent:

**1. Disciplinary Action by the Employer**

- Written apology.
- Warning, reprimand, or censure.
- Withholding of promotion or salary increment.
- Suspension from duties.
- Transfer to another department or location.
- Termination or dismissal from service.
- Mandatory counseling or sensitization programs.

**2. Monetary Penalties**

- Deduction from salary or wages as compensation to the aggrieved woman.
- Payment of compensation for mental trauma, emotional distress, loss of career opportunity, medical expenses, or other related damages.

**3. Legal Consequences**

Where the act constitutes an offence under applicable criminal laws, the employer or Internal Committee may recommend filing a complaint with the appropriate authorities. The respondent may be subject to:

- Criminal investigation and prosecution.
- Fines and penalties as prescribed by law.
- Imprisonment for offences falling under relevant provisions of criminal law.
- Any other punishment imposed by a competent court of law.

**4. Consequences of False or Malicious Complaints**

If a complaint is found to be malicious or supported by forged or misleading evidence, appropriate action may be taken against the complainant in accordance with the applicable rules and regulations. However, inability to substantiate a complaint or provide adequate proof shall not by itself attract action against the complainant.

**5. Reputational and Professional Consequences**

- Damage to professional reputation and credibility.
- Loss of future employment opportunities.
- Adverse impact on career growth and professional relationships.

The organization is committed to maintaining a safe, respectful, and inclusive workplace. Any act of sexual harassment will be dealt with promptly, fairly, and in accordance with the provisions of applicable laws and institutional policies.

  
Prof. Dr. Gajanan Kharate  
Director

