



## PENAL CONSEQUENCES OF SEXUAL HARASSMENT AT WORKPLACE



- Imprisonment for a term which may extend to three years or with fine or with both;  
**In addition, employer may**
- take action for sexual harassment as a misconduct in accordance with the provisions of the service rules applicable to the respondent or where no such service rules have been made, in such manner as may be prescribed;
- deduct, notwithstanding anything in the service rules applicable to the respondent, from the salary or wages of the respondent such sum as it may consider appropriate to be paid to the aggrieved woman or to her legal heirs, as it may determine, in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition And Redressal) Act, 2013.
- ❖ In case the employer is unable to make such deduction from the salary of the respondent due to his being absent from duty or cessation of employment it may direct to the respondent to pay such sum to the aggrieved woman and
- ❖ In case the respondent fails to pay the sum, the Internal Committee may forward the order for recovery of the sum as an arrear of land revenue to the concerned District Officer.

**Are you a victim of sexual harassment???**

*Register your complaint at [womenscellvbsp@gmail.com](mailto:womenscellvbsp@gmail.com)*

*And WE will reach to you*



181 Women Helpline  
Helpline

**Internal Complaints Committee (ICC)**

**VBS PURVANCHAL UNIVERSITY, JAUNPUR, U.P.**

**(A State University- Government of Uttar Pradesh a Accredited A+ by NAAC)**

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