

The penal consequences of Sexual Harassment

As per rule 13 (3) of the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013:

(3) Where the Internal Committee, as the case may be, arrives at the conclusion that the allegation against the respondent has been proved, it shall recommend to the employer or the District Officer, as the case may be-

(i) to 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;

(ii) to 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 section 15;

Provided further that in case the respondent fails to pay the sum referred to in clause (ii), the Internal Committee may forward the order for recovery of the sum as an arrear of land revenue to the concerned District Officer.

The penalties as provided under Rule 4 of the Haryana Civil Services (Punishment and Appeal) Rules, 2016 may be imposed on a Government employee for committing misconduct.