

## PENAL CONSEQUENCES

**1. SEXUAL HARASSMENT:** *unwelcome physical, verbal, or non-verbal conduct of a sexual nature, threats or reprisals that creates an intimidating, hostile, or offensive work environment.*

- The punishment for sexual harassment under the act includes a fine of up to Rs.1,00,000 or imprisonment for up to three years, or both.
- In addition, the employer may take disciplinary action against the offender, which may include a written apology, reprimand, warning, censure, withholding promotion/pay raise/increment, suspension or termination of employment.
- The Complaints Committee may also recommend financial damages to the complainant while taking into consideration:
  - Mental trauma, pain, suffering and emotional distress caused
  - Medical expenses incurred
  - Loss of career opportunity
  - Income and financial status of the respondent.If the amount is not paid it can be recovered as an arrear of land revenue.
- Penalties have been prescribed for **Employers** for non-compliance with the provisions of the Act shall be punishable with a fine of up to ₹ 50,000.

**2. STALKING:** *paying someone unwelcome attention or making contact such that it renders the victim emotional discomfort, anxiety, and depression.*

- **Stalking can result in a fine, a three-year prison sentence, or even both.**

**3. VOYEURISM:** *the act of watching, capturing or disseminating the image of a person engaging in a private act without their consent*

- **Voyeurism is punishable by imprisonment for up to three years or a fine or both.**