

## **PUNISHMENT AND COMPENSATION**

- 1) Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the TI, if the offender is an **Employee**.

Depending upon the severity of the offence, the punishments may include any one or more such as a written apology, warning, reprimand, censure, undergoing counselling or carrying out community service, withholding of promotion, withholding of pay rise or increments and terminating the respondent from service.

- (2) Where the respondent is a **Student**, depending upon the severity of the offence, the TI may,
  - (a) withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity
  - (b) suspend or restrict entry into the campus for a specific period; card;
  - (c) expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants;
  - (d) Award reformatory punishments like mandatory counselling and, or, performance of community services.
- (3) The aggrieved person is entitled to the **payment of compensation**.  
The TI Shall issue direction for payment of the compensation recommended by the ICC and accepted by the Executive Authority, which shall be recovered from the offender.

The compensation payable shall be determined on the basis of-

- (a) Mental trauma, pain, suffering and distress caused to the aggrieved
- (b) The loss of career opportunity due to the incident of sexual harassment;
- (c) The medical expenses incurred by the victim for physical, psychiatric person;
- (d) The income and status of the alleged perpetrator and victim; and treatment;
- (e) The feasibility of such payment in lump sum or in instalments.