

An Aggrieved women can simultaneously give a complaint with Law Enforcement Agency (Police) and file a case under Indian Penal Code (IPC)

Actually the employer has to "Assist the Aggrieved Women" to make such complaint"

Both Cases will be conducted simultaneously and neither the case nor the outcome can influence the inquiry or result of the other case

Among other sections, - Sexual Harassment is a Criminal Offence and it is punishable (if proved) with IMPRISONMENT for a term upto 3 years under IPC Section 509

