

Where the Complaints Committee arrives at the conclusion that the allegation against the respondent has been proved, it shall recommend to the employer, to take any action including

(a) a written apology, (b) warning, (c) reprimand or censure, (d) withholding of promotion, (e) withholding of pay rise or increments, (f) terminating the respondent from service or (g) undergoing a counselling session or (h) carrying out community service.

Rule No. 9

