

Upon Conviction (male) or proved to be Malicious (female) - what can be Recommended?

HR Vidyalaya's
POSH Snippet

03, Jan,
2021

03/
2021

Mild punishment

- 1. Reprimanding**
- 2. Issuing a warning**
- 3. Apology letter to opposite party (to Complainant or to Respondent)**
- 4. Recording indiscipline in the Personal records**

Moderate punishment

- 1. Transfer from the department / location**
- 2. Withholding promotion or increment**
- 3. Asking the person to do Community service**
- 4. Stop any special monetary compensations**

Severe punishment

- 1. Dismissal**
- 2. Suspension**
- 3. Referring for Police action or Defamation (on Complainant woman)**
- 4. Monetary compensation (only in case aggrieved woman is to be compensated)**