

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)**