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PENAL CONSEQUENCES OF SEXUAL HARASSMENT AT WORKPLACE

Workplace sexual harassment creates many serious problems for organization and the people involved. One of the most serious consequences is legal liability for employers and the individuals engaging in sexual harassment. **Legal Liability**, for purposes of this discussion, can be thought of as an obligation arising out of law, which may make you responsible for damages to an individual resulting from a violation of that obligation.

Another important concept to understand is **Vicarious Liability** where one is held legally responsible for the actions of another based upon some type of special relationship between the two parties. Importantly for us, employee can be held vicariously liable for the actions for their employees when whose actions are taken within the course of employment because employees are generally viewed as agents of their employers.

As per Sexual Harassment Act 2013 under Section 19 (b), the ramifications of harassment in the workplace can be vast, and they can go from disciplinary action in the workplace such as suspension, demotion, or termination of the perpetrator to legal actions such as monetary settlements, probation, jail time, a prison sentence, and even being put on the sexual predator list.

Women Helpline Number 181

Emergency Response Support System Number 112

Website: nitj.ac.in/admin/womencell.html

Email id: womencell@nitj.ac.in