

# Grameen Legal Aid Center

**Voice for the Vulnerable**

District Legal Services Authority

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**Date:** 11-07-2025

**To,**

Concerned Police Station,  
dwarka

**Subject:** Complaint under IPC Section 354A – Sexual harassment and punishment for sexual harassment

**Respected Sir/Madam,**

I, Rachit, aged 19, residing at dwarka, wish to lodge a complaint regarding the incident described below:

**Incident Summary:**

My boss still keeps touching me with less and improper legs even after I refuse to say anything. He threatens me that if I complain to anyone, he will fire me from the job. I feel scared of insecurity every day at the office.

## **Main IPC Section:**

### **354A - Sexual harassment and punishment for sexual harassment**

Physical contact, unwelcome advances, sexual remarks, etc.

- Punishment: Up to 3 years, or fine, or both (varies by clause)
- Cognizable: Cognizable/Non-Cognizable (varies)
- Bailable: Bailable/Non-Bailable (depends on clause)
- Category: Criminal Force & Assault

## **Other Relevant Sections:**

### **- Words referring to acts include illegal omissions**

Omissions count as acts if legally bound to act

- Punishment: This section defines a legal concept and does not impose any punishment directly. Punishment depends on the offence where an omission is treated as an act.
- Cognizable:
- Bailable:
- Category: Explanation

### **- Sexual harassment and punishment for sexual harassment**

Physical contact, unwelcome advances, sexual remarks, etc.

- Punishment: Up to 3 years, or fine, or both (varies by clause)
- Cognizable:
- Bailable:
- Category: Criminal Force & Assault

## **Complainant Details:**

- Name: Rachit
- Gender: Male
- Age: 19
- Phone: 741658494
- ID Number: 546
- Email: voicefortheweak@gmail.com

Sincerely,  
Rachit  
Signature