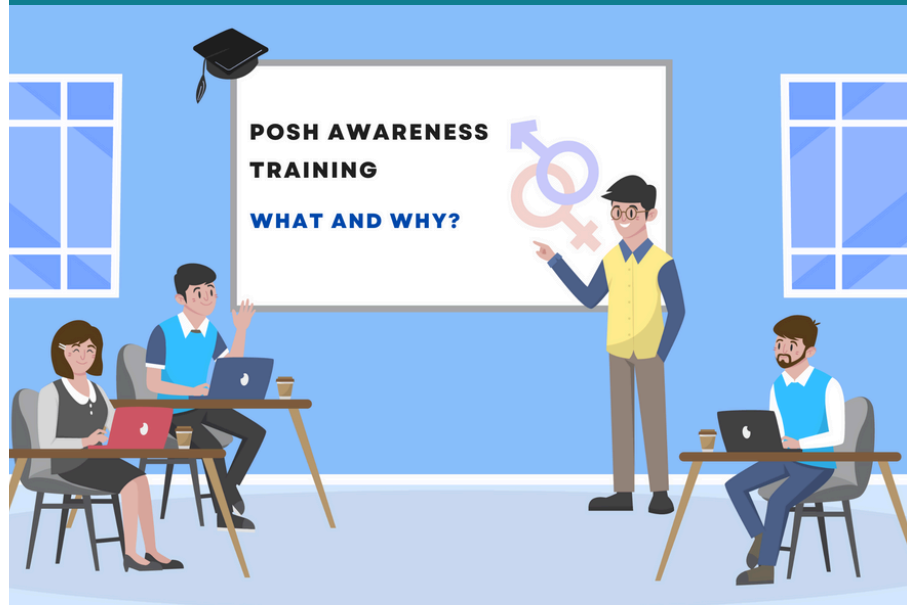


Safe Space Newsletter

www.CecureUs.com



May, 2025



Highlights

- An article on “ What to do when the Complainants or Respondents are Mentally Unfit? A Practical Guide for the IC”
- Poster of the Month
- Case Law
- Vlog on “ Body Shaming and Bullying at the Workplace”

May marks Mental Health Awareness Month

A timely reminder that creating safe workplaces goes beyond physical safety. Psychological safety, respect, and emotional well-being are just as critical. For organizations, this is an opportunity to strengthen not only policies but also people practices that foster empathy, inclusion, and accountability.

This month's edition highlights core areas where PoSH and mental health intersect:

- ◆ The emotional impact of harassment
- ◆ Promoting everyday respect as a cornerstone of well-being

Let's use this month to reinforce the message: mental health matters, and so does a culture where everyone feels seen, heard, and safe.

Listen – Support – Act with compassion.

What to do when the Complainants or Respondents are Mentally Unfit? A Practical Guide for the IC



Check out this blog to understand how Internal Committees (ICs) can handle POSH cases involving mentally unfit individuals with sensitivity and legal compliance. It offers practical guidance on trauma-informed approaches, procedural adaptations, and legal references. The blog stresses fairness, empathy, and dignity for all parties. A must-read for IC members navigating complex and sensitive inquiries.

[Click here to read more](#)

EMOTIONAL SAFETY IS WORKPLACE SAFETY

A truly safe workplace goes beyond physical safety – it's a space free from fear, intimidation, and emotional distress, where every voice feels heard and every person feels valued.

CHECK IN WITH CARE

Notice when someone seems withdrawn, anxious, or unusually quiet.

A simple "Are you okay?" can make a big difference.

An illustration of two people sitting on the floor. One person is looking down with a sad expression, while the other is looking up at them with a concerned expression.

LEAD WITH EMPATHY

Listen without judgment, acknowledge others' efforts, and offer support where needed.

An illustration of three people sitting on the floor in a circle, engaged in conversation. One person is gesturing with their hand while speaking.

RESPECT EMOTIONAL SPACE

Everyone copes differently; don't judge, rush them, or try to fix things for them. Just be present.

An illustration of a person sitting in a meditative pose on the floor, with their hands resting on their knees and eyes closed.

PRIORITISE YOUR MENTAL HEALTH

You are important.
If something's affecting you, speak to someone you trust or reach out to HR for support.

**INSERT
LOGO**

Report to your Grievance Committee <Email ID> , if you have witnessed any Harassment.

Poster of the Month

Emotional safety is just as vital as physical safety – it fosters trust, respect, and open communication.

A safe workplace is one where every voice feels heard, valued, and protected.

[Download the poster](#)

Customise & Circulate this poster among your employees for awareness.

Let us know if you like us to create a poster on any specific theme?

N. Parthasarathy Vs HCL Technologies Ltd



Overview of the case :

In a landmark 2023 judgment, the Madras High Court reinstated the Internal Committee's (IC) findings of sexual harassment against a senior manager at HCL Technologies. The case involved complaints by three female employees who alleged repeated unwelcome conduct—such as inappropriate physical proximity, unsolicited handshakes, and suggestive remarks. Although the Labour Court had set aside the IC's findings,

the High Court, led by Justice R.N. Manjula, reversed this decision, asserting that under the PoSH Act, the victim's experience and psychological impact matter more than the perpetrator's intent.

Justification Given by the Court:

- The Court reaffirmed that "harassment is not always physical" and the definition under the PoSH Act includes behavior that creates an intimidating, hostile, or offensive work environment.
- It noted that the mental well-being and psychological safety of an employee are crucial in assessing the nature and impact of harassment.
- The judgment reiterated that even unwelcome verbal conduct, repeated comments, or gestures could result in psychological trauma, which must be taken seriously.
- The Court highlighted the importance of prompt redressal by the Internal Committee and discouraged dismissing cases based solely on the absence of physical misconduct.

This ruling reinforces that emotional harm, anxiety, and psychological distress are key considerations in workplace harassment cases. Organizations must prioritize mental well-being and ensure that redressal mechanisms are sensitive, prompt, and grounded in the lived realities of those affected.

The IC Decoder – Crack the Yes/No Code

- 1.If an organization has over 10 consultants, it must form an Internal Committee. ☐ Yes ☐ No
- 2.Can an HR professional be a member of the IC? ☐ Yes ☐ No
- 3.Can the employer (CEO/Founder/Owner) be part of the Internal Committee?☐ Yes ☐ No
- 4.Is it mandatory to have a female Chairperson in the IC?☐ Yes ☐ No
- 5.Can the external member be from the company's legal team?☐ Yes ☐ No
- 6.Minimum three members are enough for forming an IC.☐ Yes ☐ No
- 7.Is gender diversity in IC composition important?☐ Yes ☐ No
- 8.Can a contract worker raise a complaint under PoSH?☐ Yes ☐ No
- 9.If a company has multiple branches or legal entities, one central IC is enough.☐ Yes ☐ No
- 10.Can a male employee be a member of the IC?☐ Yes ☐ No
- 11.Once formed, the IC doesn't need to meet unless there's a case. ☐ Yes ☐ No
- 12.The tenure of an IC member is 5 years.☐ Yes ☐ No
13. IC members can be reappointed after their tenure ends.☐ Yes ☐ No
- 14.The external member must also follow the 3-year tenure rule. ☐ Yes ☐ No



Body Shaming and Bullying at the Workplace

Body shaming and workplace bullying often go unaddressed—not because they don't hurt, but because there's no clear legal mandate to act. That's why it's crucial for organizations to take the lead. This video explores the real impact of such behavior and highlights what managers and peers can do to step in, support, and create a culture of dignity. Watch to understand how small actions can drive big change in building a safer, more respectful workplace.

[Click here to view](#)

Upcoming Event


Internal Committee (IC) members are expected to uphold fairness and objectivity while handling PoSH complaints — but unconscious bias can subtly influence decisions, interactions, and outcomes.

Join us for an insightful session under the *POSH IC Learning Lab* series as we explore “Bias and Neutrality in PoSH Cases”, facilitated by **Vasundhara Vedula**, a seasoned lawyer and PoSH expert.

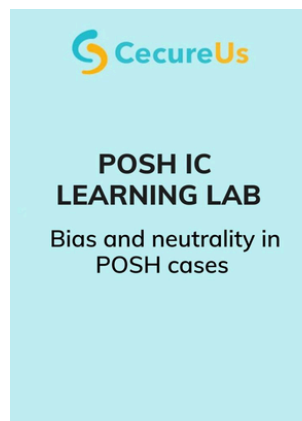
Who Should Attend:

- ◆ Internal Committee Members
- ◆ HR Professionals
- ◆ Legal and Compliance Teams
- ◆ PoSH Trainers and Practitioners

Date & Time:

 **June 17, 2025 (Tuesday)**

 **11:00 AM – 12:30 PM IST**



The course is priced at Rs. 300 + GST. Last day to register – June 12th, 2025

[Click here to register](#)