

# Safe Space Newsletter

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June, 2025



## This June: Embrace Diversity, Cultivate Balance

As we celebrate Pride Month and gear up for International Yoga Day, this June reminds us of the importance of fostering both inclusivity and inner well-being at the workplace.

This month's Safe Space newsletter brings together powerful resources to support that vision. Inside, you'll find:

- A blog on LGBTQ+ protection under the Sexual Harassment Law
- Key case laws that highlight the lived experiences of individuals at work
- A downloadable Pride Month poster to help spread awareness
- A short video explainer on the terms Diversity, Equity, Inclusion, and Belonging
- Details of an upcoming workshop

Let's continue to build spaces where everyone feels seen, safe, and supported—not just in celebration, but every day.

**Wishing you all a meaningful Pride Month and a mindful International Yoga Day!**

## “Protection Of LGBTQ+ Under The Sexual Harassment Act”



This blog dives deep into the urgent need to reform the PoSH Act to protect all individuals, regardless of gender identity or sexual orientation. Highlighting the tragic case of Vivek Raj and supported by global research, it exposes the gaps in the current legal framework. It also explores the lived experiences of LGBTQ+ employees in Indian workplaces and the discrimination they face. With practical steps, it empowers organizations to develop inclusive policies and train their Internal Committees with sensitivity. It features best practices from progressive companies like Tata Steel that are leading the way in LGBTQ+ inclusion. The blog underscores that safeguarding LGBTQ+ rights is not just a legal duty but a moral and business imperative. If you're committed to building a safe, respectful, and equitable workplace, this piece offers a powerful starting point.

[Click here to read more](#)

## Poster of the Month

Check out this poster to reflect on what Pride truly stands for—beyond colors and celebrations. It's a call to action for creating lasting, inclusive change at the workplace.

[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?*



## Breaking Barriers: POSH Act Applies to Women-to-Women Complaints

**Case : Dr. Malabika Bhattacharjee vs. Internal Complaints Committee, Vivekananda College & Ors.**

### Overview of the case :

Dr. Malabika Bhattacharjee, a faculty member at Vivekananda College, was named as the respondent in a sexual harassment complaint filed by another woman staff member under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act).

Dr. Bhattacharjee contested the maintainability of the complaint, arguing that the POSH Act does not apply to same-sex allegations—i.e., from one woman against another. She challenged the Internal Complaints Committee's (ICC) jurisdiction to entertain such a complaint by filing a writ petition before the Calcutta High Court.

### Court's Justification & Decision:

The Calcutta High Court upheld that same-sex complaints under the POSH Act are valid. It clarified that:

- The Act uses the gender-neutral term “person” for the respondent, meaning anyone—regardless of gender—can be held accountable.
- Sexual harassment is about power and dignity, not just sexual orientation or gender dynamics.
- Limiting the Act to opposite-gender cases would defeat its core purpose of ensuring safe workplaces.
- The Court recognized the reality of same-sex harassment in modern workplaces and stressed the need for laws to reflect evolving social contexts.

**Final Verdict: “A complaint under the POSH Act is maintainable even when both the aggrieved and the respondent are women.”**

## Equality, Diversity, Belongingness & Inclusion – What's it all about?



Equality Diversity Belongingness & Inclusion in 2021

WHAT'S IT ALL ABOUT?



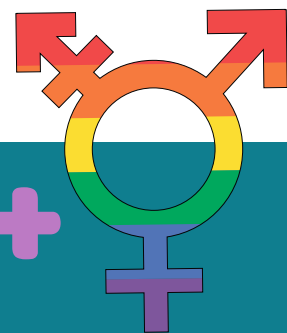
Curious about what makes a workplace truly inclusive? This video breaks down the core concepts of Equality, Diversity, Belongingness, and Inclusion in a simple, relatable way. Whether you're new to these terms or looking to deepen your understanding, it's a great starting point to reflect on how we can all create safer, more respectful environments—both at work and beyond.

[Click here to view](#)

Dive into this video to understand this better.

## PoSH & LGBTQ+ Inclusion: True or False?

1. The PoSH Act only protects women from sexual harassment at the workplace.  
 True  False  
👉 Answer: True – The current PoSH Act is gender-specific and does not cover all gender identities.
2. LGBTQ+ individuals can face sexual harassment even if they don't openly share their identity at work.  
 True  False  
👉 Answer: True – Harassment can occur regardless of whether someone is 'out'.
3. Organizations can modify their internal policies to be inclusive of LGBTQ+ individuals beyond what PoSH mandates.  
 True  False  
👉 Answer: True – Many progressive companies expand protections in their Code of Conduct.
4. Only women can file a complaint under the current PoSH law.  
 True  False  
👉 Answer: True – As per the law, it currently applies to women only.
5. Creating a gender-neutral anti-harassment policy helps in protecting LGBTQ+ employees.  
 True  False  
👉 Answer: True – Inclusive policies ensure dignity and safety for all.



# Upcoming Workshop

## POSH IC Learning Lab – Bias and Neutrality in POSH cases



 **POSH IC LEARNING LAB**  
Bias and Neutrality in POSH cases

 **TUESDAY**  
**JUNE 17TH,**  
**2025**

 **TIME**  
**11 AM TO**  
**12.30 PM**

**WEBINAR SESSION PLAN**

- Understanding Bias in IC Inquiries
- Types of Biases Affecting IC Members
- Case Studies Analysis
- Strategies to Mitigate Bias

 **REGISTER NOW**  
**7200500221**

  
**VASUNDHARA VEDULA**  
LAWYER & POSH CONSULTANT

**Secure your Spot now!**

**Don't miss out on the latest CecureUs event updates! Click here for more exciting news**

05/05



Reach out to us for PoSH related queries to [connect@cecureus.com](mailto:connect@cecureus.com)