

July, 2025

# SAFESPACE

NEWSLETTER



## Highlights

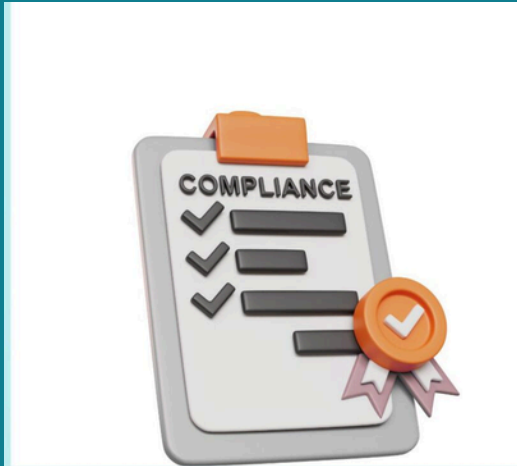
- An article on MCA updates
- Poster of the month
- Case law
- Vlog
- workshop updates



July is Disability Pride Month—a reminder that safety must be inclusive. PwDs are often more vulnerable to sexual harassment, yet face barriers in reporting. As PoSH IC members, let's ensure accessible reporting, training, and support. Inclusion isn't optional—it's our duty.

**HAPPY DISABILITY  
PRIDE MONTH !**





[Click here to read more](#)

Why You Shouldn't Miss This Blog:

The new MCA rules make POSH disclosures mandatory – is your company ready?

Understand what needs to go into your Board Report from July 14, 2025.

Avoid penalties and promote a safer, compliant workplace – read the full update now!

### Safe Spaces for Persons with Disabilities (PwD)

Respect. Dignity. Zero Tolerance for Harassment.

**What You Can Do**

- Use inclusive language and communication
- Respect boundaries – always ask before acting
- Speak directly to the person, not their aide
- Step up and report harassment – silence enables it

**What Not to Do**

- Don't touch or help without consent
- Don't infantilize or speak down to adults with disabilities
- Don't crack jokes or make comments about someone's body or disability
- Don't ignore inappropriate behaviour – even if it seems "harmless"

**Words Matter**

**AVOID:**  
Handicapped, crippled, dumb, suffering from...

**USE:**  
Person with a disability, wheelchair user, deaf/hard of hearing, living with...

Let's build teams where every member feels respected, included, and empowered to do their best work.

**INSERT LOGO**

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

## Poster of the Month

Safe spaces for persons with disabilities (PwDs) ensure dignity, accessibility, and protection from bias or harassment. True inclusion means creating environments where every voice is heard and respected.

[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?



## Sanchita v. Union of India & Ors. (Delhi HC, 2021)



### Overview of the case :

Sanchita, a visually impaired woman, alleged harassment during a government job interview. She reported being subjected to demeaning, discriminatory remarks about her disability, questioning her competence in a humiliating manner. Though not overtly sexual, the behavior reflected power misuse, gender bias, and insensitivity—triggering concerns under both the PoSH Act and the Rights of Persons with Disabilities Act, 2016.

The Delhi High Court acknowledged the need for dignity, fairness, and non-discrimination in such settings. It emphasized that verbal or attitudinal bias toward disability, especially when layered with gender dynamics, can be traumatic and may qualify as workplace harassment.

### What ICs Should Note:

- Harassment isn't always physical or sexual—it can be verbal, attitudinal, or discriminatory.
- Remarks targeting disability during work processes (e.g., interviews) may fall under PoSH when intent, impact, and power play are involved.
- ICs must consider the tone, context, and impact of remarks—especially toward PwDs—when assessing if behavior qualifies under the PoSH Act.
- ICs must ensure bias-free, accessible redressal for PwDs and review complaints through an intersectional lens.



# Vlog



## Nano Tips for Leaders for creating a safe workplace

In every workplace, silence makes you vulnerable, just like the quiet Mouse in the forest. Harassers, like the eagle, often prey on those who stay quiet or unaware. Being like the roaring lion means speaking up, staying alert, and gathering evidence. To prevent sexual harassment, courage and awareness are your strongest protection.

Dive into this video to understand this better.

[Click here to view](#)

## PoSH Structured Certification Course For Organization Internal Committee

We are excited to invite you to join us for a virtual session. This session is designed to create awareness about our commitment to zero-tolerance of sexual harassment in the workplace. The session will explain the PoSH law in brief and talk about the importance of a respectful work environment.

Date: **23<sup>rd</sup> , 24<sup>th</sup> July 2025**

Time: 2.30 PM to 5:00 PM

Platform: Zoom

Facilitator : Ms. Viji Hari



**Mrs. Viji Hari**

PoSH and DEI expert,  
Founder - CecureUs

The course is priced at **Rs. 4500 + GST (Per Participant)** .

Last Day for Registration – **July 17th,2025**

[Click here to register](#)

04/04

Reach out to us for any queries  
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