

Safe Space Newsletter

www.CecureUs.com



Aug Edition, 2025



Wishing you a Happy Independence Month!

As we continue to celebrate the spirit of India's independence, it's a powerful reminder that true freedom goes beyond borders — it begins in our everyday spaces, including the workplace.

At **CecureUs**, we believe that a truly free and inclusive workplace is one where every individual feels safe, respected, and empowered to be themselves.

In this edition, we invite you to reflect, engage, and take small but meaningful steps toward building workplaces where freedom, dignity, and inclusion aren't just ideals — they are lived experiences.

Here's to everyone who continues to create and protect these safe spaces — your efforts matter!

Highlights

- **Article on She-box portal**
- **Poster of the Month**
- **Case Brief**
- **Vlog on Quid pro quo**
- **Upcoming Events at CecureUs**



True freedom begins when every individual feels safe to be themselves, free from judgment, harassment, or exclusion

Blogs

Everything You Need to Know About the New She-Box Portal Update



Stay updated with the latest POSH compliance norms, including Supreme Court directions and state-wise mandates. This blog walks you through the SHE-Box registration process, highlights why it matters even if not mandatory yet, and helps ensure your organization is audit-ready and aligned with evolving legal expectations.

Check out another interesting blog :

[Click to read about She-box blog](#)

Lessons from the CEO Astronomer: Why Power, Consent, and Ethics Don't Always Align [Click here to read more](#)

Freedom to work with dignity & respect



Poster of the Month

Independence at work means the freedom to work with dignity, free from harassment and discrimination.

[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?

02/04



True freedom in the workplace means creating an environment where everyone can express their ideas, feel safe, and be respected for who they are

Case Brief

Landmark Legal Ruling for Workplace Safety: Vishaka vs. State of Rajasthan (1997)



The Supreme Court's decision in *Vishaka & Ors. vs. State of Rajasthan & Ors.*, delivered on 13 August 1997, is widely regarded as a watershed moment in India's legal history concerning the rights and safety of women in the workplace. It laid the foundational legal framework for the protection against sexual harassment at work, long before any formal legislation was enacted.

Significance

This decision recognized workplace sexual harassment as a violation of women's fundamental rights, including the Right to Equality (Article 14), Right to Freedom (Article 19(1)(g)), and the Right to Life and Personal Liberty (Article 21) under the Indian Constitution. The ruling recognized that a safe workplace is crucial for promoting equality and safeguarding women's rights.

Outcome

In response to the absence of specific legislation addressing this issue, the Court established the "Vishaka Guidelines". These guidelines served as mandatory directives for all employers to prevent sexual harassment in the workplace until a specific law was enacted. The guidelines aimed to create a framework for preventing sexual harassment, providing mechanisms for redressal, and ensuring a safe working environment. The Vishaka Guidelines were later codified into law by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.



Vlog



Nano Tips for Leaders for creating a safe workplace

Watch this video to understand how even a consensual relationship at the workplace—especially between a manager and a team member—can lead to concerns of quid pro quo and perceived favoritism. Learn why such situations can impact team dynamics, trust, and fairness. A must-watch for anyone in a leadership role!

[Click here to view](#)

Mental Fitness with Cognitive Behavioral Therapy (CBT) : Tools for Resilience and Emotional Health

Mental Fitness with Cognitive Behavioral Therapy (CBT)
Tools for Resilience and Emotional Health

Discovering mental fitness | How to strengthen the mind | Learn strategies to build resilience

Facilitator
MS. VEENA JAIN
Counseling Psychologist and a Relationship Coach

19 August 2025
4.00 PM TO 5.00 PM

connect@cecureus.com || www.cecureus.com || 7200500221

Join us for an insightful webinar focused on enhancing mental fitness through the proven techniques of Cognitive Behavioral Therapy (CBT). This session will equip participants with practical tools to build emotional resilience, manage stress, and improve overall mental well-being. Learn how to reframe negative thought patterns, develop healthier coping mechanisms, and foster a balanced mindset for both personal and professional growth.

 Date: 19th August, 2025

 Time: 4:00 PM to 05:00 PM

 Venue: Online (Zoom)

[Click here to register for free](#)

04/04

Reach out to us for any queries
connect@cecureus.com