

Safe Space Newsletter

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Sep Edition, 2025



NATIONAL SUICIDE PREVENTION MONTH

This September, as we observe **Suicide Prevention Month**, we are reminded of the importance of prioritizing mental health and well-being. Suicide is a heartbreaking loss, yet with awareness, empathy, and timely support, it can often be prevented.

Workplaces play a vital role in fostering environments where individuals feel safe, valued, and supported. By encouraging open conversations and advocating for mental wellness, we can help reduce stigma and create a culture of care.

Let us take this month as an opportunity to listen, reach out, and remind one another that no one has to face their struggles alone. Sometimes, a small act of kindness can make a life-changing difference.

Highlights

- **Article on Supreme Court new directive**
- **Poster of the Month**
- **Case Law on Bengaluru law intern**
- **Vlog on Suicide prevention**
- **Upcoming event -IC learning lab workshop**



Supreme Court Directive – Mandatory District-Wise POSH Compliance Survey



With the Supreme Court's recent directive on district-wise POSH compliance surveys, every organization must be audit-ready.

Our latest blog simplifies what this means for employers and IC members.

It covers She-Box updates, documentation essentials, and training requirements.

Check it out to ensure your workplace stays compliant and prepared.

[Click here to read more](#)

Poster of the Month

Safe and inclusive workplace acts as a foundation for employees well being in the company.

[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?



Bengaluru Law Intern's Suicide Highlights Sexual Harassment in Legal Profession



Case Overview

Pushp Archana Lal, a 26-year-old law graduate and intern at a Bengaluru-based law firm, tragically died by suicide just days after filing a sexual harassment complaint against two senior partners of the firm. In her complaint, she alleged repeated inappropriate conduct, including being forced into uncomfortable social interactions and facing harassment in work-related settings.

Following this, she was reportedly under immense distress and even began receiving threatening calls, which further aggravated her mental state. Soon after, she was found dead at her residence. The police registered an unnatural death report (UDR) and initiated investigations under IPC Section 306 (abetment of suicide) along with relevant provisions pertaining to sexual harassment.

Justification / Context Given

- In her complaint, Archana described a hostile and intimidating environment created by her seniors, making her feel unsafe and pressured.
- She also alleged that after raising her voice, she faced threatening calls and felt targeted, which aggravated her emotional state.
- Her death brought widespread attention to workplace sexual harassment in the legal profession, raising concerns about lack of protective mechanisms for interns and freshers in law firms.

While the case did not immediately result in a conviction, it underscored how sexual harassment, combined with lack of support and retaliatory intimidation, can drive survivors into hopelessness, leading to suicide.



Vlog

SafeSpace Podcast Episode – Conversations On Suicide Prevention

This SafeSpace podcast episode on suicide awareness features an insightful conversation between Viji and counsellor Veena, offering practical perspectives on mental health and support. It highlights the importance of early intervention, empathy, and open dialogue in preventing such tragedies. The discussion also helps break the stigma around talking about suicide, encouraging people to seek help without fear. Watching this video can equip you with awareness and sensitivity that might even save a life.



[Click here to view](#)

Upcoming Workshop

PoSH IC Learning Lab
What Can Go Wrong in Office Romance

- Understanding the Grey Zones
- Real Life Case scenarios and Case Laws
- Red flags for HR to watch out
- Investigation Challenges for IC
- Prevention Tips

APARNA GONATE
PoSH and DEI Specialist

18th
Sept, 2025
3:00 PM-4:30 PM

[Click here to register](#)

04/04

Reach out to us for any queries
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