

Safe Space Newsletter

www.CecureUs.com



Oct Edition, 2025

WORLD
MENTAL
HEALTH
DAY



October 10



Happy October!

October brings festivals of light, strength, and togetherness—**Gandhi Jayanti, Navratri, Karva Chauth, Durga Puja, and Diwali.**

As we celebrate with joy and harmony, let's also care for our **mental well-being** and create safe, supportive workplaces

Wishing you a month filled with happiness, peace of mind, and bright celebrations!

Highlights

- **Article on Mental Health and PoSH Inquiries : FAQ's**
- **Poster of the Month**
- **Case Law**
- **Vlog on W.T.F - Wait, That's Fair?**
- **Upcoming Events at CecureUs**

CecureUs Turns 5!

Five years ago, CecureUs was founded with a simple yet powerful belief – that every employee deserves a safe, inclusive, and supportive workplace.

The journey has been filled with learning, growth, and purpose.

From humble beginnings to a 45-member strong team making an impact across 45+ cities and 7+ countries, every milestone stands as a testament to our shared resilience, trust, and dedication.

Our Impact in Numbers

- **900+ corporates made safer**
- **500+ sexual harassment cases inquired into**
- **50+ companies made more diverse and inclusive**
- **500+ counselling sessions provided**
- **45 dedicated team members (FTE + contract)**
- **45+ cities reached**

A heartfelt thank you to all our clients, partners, and well-wishers for your continued trust and collaboration. Your belief in our mission keeps us moving forward every day.

And to our incredible team – your passion and commitment are the foundation of everything we've achieved.

Here's to many more years of making workplaces across the world safer, more inclusive, and full of respect.

The journey continues...



MENTAL HEALTH AND POSH INQUIRIES

Frequently Asked Questions



[Click here to read more](#)

Mental Health and PoSH Inquiries: FAQ's

This blog highlights how trauma can affect both complainants and respondents, and why a trauma-informed approach is essential for fair and empathetic handling of cases. Through real case studies, practical FAQs, and a simple IC checklist, it guides HR and IC members in managing inquiries with sensitivity while upholding justice. A must-read for those committed to building safer and more compassionate workplaces.



Poster of the Month

Festivities shine brighter in a workplace where safety, understanding, and togetherness are at the heart of every celebration.

[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?

A trauma-informed IC is not just compliant, it is compassionate.

Mohini Pessuram Tilwani vs. Union of India & Ors. (2019, Gujarat High Court)



Overview of the case: An ONGC employee, alleged that she was subjected to sexual harassment and hostile treatment at her workplace. Despite raising her concerns under the PoSH Act, 2013, she claimed that the Internal Complaints Committee (ICC) did not handle her complaint in a fair or impartial manner, which caused her severe mental distress and professional difficulties.

She approached the Gujarat High Court seeking intervention, and the Court underscored that employers are legally bound to provide a safe workplace and that ICCs must function independently and without bias. The Court observed that mishandling harassment complaints not only violates the PoSH Act but also impacts an employee's mental health and dignity, protected under Article 21 of the Constitution.

Court's Justification

- The Court emphasized that employers are duty-bound under the PoSH Act to create a safe and harassment-free workplace.
- It reiterated that ICCs must function independently and without bias, and every complaint must be fairly investigated.
- The Court noted that mishandling or ignoring harassment complaints causes not only professional setbacks but also serious mental health impacts, violating an employee's fundamental right to live with dignity (Article 21).
- It held that procedural lapses or negligence in handling complaints amount to non-compliance with the PoSH Act, which cannot be taken lightly.



Vlog



[Click here to read more](#)

W.T.F – Wait, That’s Fair?

Powerful video for leaders, HR and POSH committee members to be sensitive and empathetic while handling complaints of harassment .

Mental Health in Focus: Real Talk on Gaps, Growth and Good Practice

This interactive webinar is specially curated for HR SPOCs to have open conversations with mental health experts. It offers a platform to discuss real-world challenges organizations face in supporting employee mental well-being.

Through insights on current gaps, areas for growth and proven best practices, HR professionals can gain actionable strategies to strengthen their mental health initiatives and foster a healthier workplace culture.

Date: October 15, 2025

Time: 4.00 PM to 5.00 PM

Platform: Zoom

CecureUs

CULTURE BY DESIGN BUILDING BELONGING AT WORK

Session Highlights

1. Positive attitude towards interpersonal relationships
2. Positive communications across the hierarchy
3. Interdependence and trust building
4. Human Psychology of Belonging-Humans wired for connection

SPEAKER

Capt Pratiksha
Counseling Psychologist

15TH OCTOBER, 2025
4 PM to 5 PM

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[Click here to register](#)

Upcoming Workshops on POSH, D&I, EAP & Ethics

Attend CecureUs workshops on POSH, Diversity & Inclusion, EAP, and Ethics. Interactive events that...

Prevention of Sexual Harassment

05/05

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