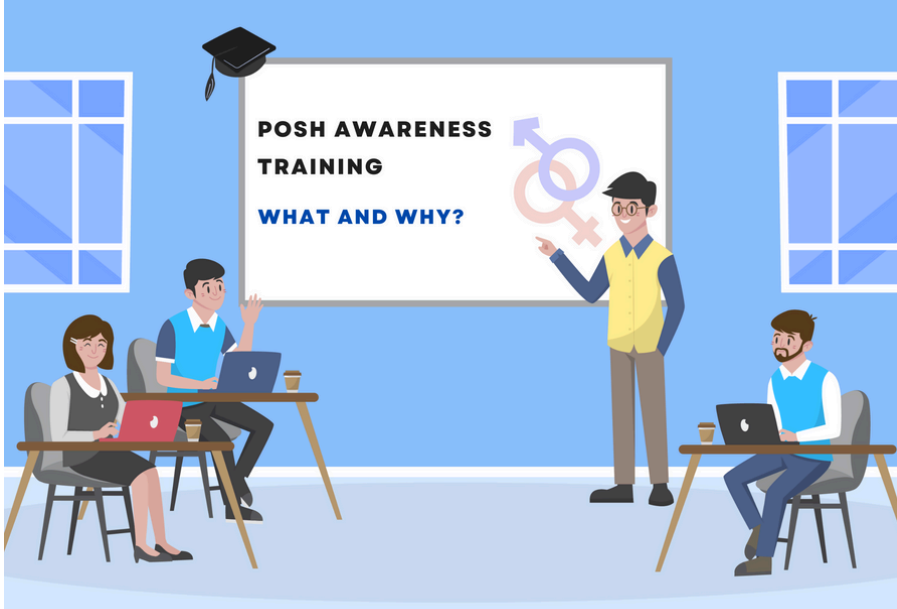


Safe Space Newsletter

www.CecureUs.com



Nov, 2025



Highlights

- An article on “Can Management Interfere in PoSH IC Proceedings?”
- Poster of the Month
- Real case scenario
- Safespace series
- Upcoming workshop

Year-End PoSH Readiness: Let's Close the Loop on Compliance

As we approach the end of the year, it's time to take stock of our PoSH compliance activities and ensure every box is checked. From documenting IC meetings and training sessions to compiling awareness initiatives and reports – every detail counts.

This is more than just an annual exercise; it's a reflection of our continued effort to uphold respect, safety, and inclusion at work.

Let's stay focused and finish the year with confidence – compliant, informed, and committed to a safe workplace for all.

Check your **PoSH compliance score** [Click here to view](#)



CAN MANAGEMENT INTERFERE IN PoSH IC Proceedings?



[Click here to read more](#)

Can Management Interfere in PoSH IC Proceedings?

Check out this blog to understand why management must never interfere in Internal Committee (IC) proceedings under the PoSH Act. It highlights how IC independence ensures fairness, confidentiality, and legal compliance, and explains the employer's duties and the penalties for interference. You'll also learn how managers can offer support without influencing outcomes and gain insights from a Delhi High Court ruling that reinforces the importance of neutrality.

Stay informed and help protect your organization's credibility, compliance, and culture of trust.

UPSTANDER MODE WHEN YOU SEE SOMETHING, YOU BECOME SOMEONE

INTERRUPT – STEP IN SAFELY WHEN YOU WITNESS INAPPROPRIATE BEHAVIOR.

SUPPORT – REACH OUT TO THE PERSON AFFECTED. LET THEM KNOW THEY'RE NOT ALONE.

REPORT—BRING IT TO THE RIGHT CHANNEL OR AUTHORITY, SO ACTION CAN FOLLOW.



EVERY SMALL ACTION MATTERS.
WHEN YOU SEE SOMETHING, AND YOU BECOME SOMEONE, YOU HELP
CREATE A CULTURE OF RESPECT AND SAFETY — ONE CHOICE AT A TIME.

PoSH is not just compliance — it is a promise for a safe workplace
This Suicide Prevention Month, let's create workplaces where hope lives.

INSERT
LOGO

Poster of the Month

Empower yourself with the knowledge to create a safe and respectful workplace. Awareness is the first step to prevent harassment.

[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?

Bombay High Court, Vinod Narayan Kachave Vs The Presiding Officer (ICC), 2025



Background

The case involved a male employee of a nationalized bank who was accused of making inappropriate remarks and gestures toward a female colleague. The Internal Complaints Committee (ICC) found him guilty of sexual harassment based on complaints that included a comment about the woman's long hair – allegedly saying, **“Do you need a JCB to tie your hair?”** – and remarks made in the presence of other employees. The ICC's findings were upheld by the Industrial Court in July 2024, and the employee challenged these decisions before the Bombay High Court.

On March 21, 2025, the Bombay High Court quashed the ICC and Industrial Court orders, holding that the **allegations did not meet the definition of “sexual harassment” under Section 2(n)** of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

The Court observed that while the remarks may have been inappropriate or unprofessional, they lacked the sexual undertone or nature necessary to qualify as sexual harassment under the Act. It further noted that the ICC's findings were vague and lacked specific evidence to support the conclusion of misconduct.

Key Takeaways

This judgment reinforces that not all offensive or inappropriate workplace behaviour qualifies as sexual harassment under PoSH. For a complaint to be valid, the conduct must have an unwelcome sexual nature and affect the dignity or sense of security of the woman at work.

It also serves as a reminder for Internal Committees to conduct inquiries objectively, with detailed evidence and clear reasoning, maintaining a fine balance between protecting employees and ensuring fairness to all parties.

Real Case-Scenario

SafeSpace Series– Real HR Scenario #19

SafeSpace Series

HR Scenario #19

by Viji Hari



When Harassment Goes Online

*Not all harassment happens at the workplace.
Some follows employees home — through a screen.*

Check out this SafeSpace Scenario to understand how digital acts like morphing photos or sharing fake videos can amount to workplace sexual harassment. It helps employees and HR/IC members know how to respond swiftly and lawfully. Awareness of such real-life situations ensures safety and accountability—both online and at work.

[Click here to view](#)

Upcoming workshop

This certified session aims to reinforce our zero-tolerance stance on sexual harassment and foster a respectful workplace. It covers key aspects of the PoSH law, including understanding harassment, IC processes, confidentiality, and consequences of misconduct. The session will be led by **Ms. Viji Hari**, CEO of CecureUs, a leading consultant and expert on PoSH compliance and training.

[Register here](#)

CecureUs

POSH STRUCTURED CERTIFICATION COURSE FOR ORGANIZATION INTERNAL COMMITTEE

- Understanding the concept of 'unwelcome' behaviour
- Defining key terms: **Sexual Harassment, Employee, Workplace**
- What constitutes **workplace harassment**
- Sexual harassment in **remote/hybrid** working environments
- Purpose of the **PoSH Act** and its alignment with **our organizational values**
- Role and composition** of the Internal Committee (IC)
- Complaint filing and **redressal procedure**
- Consequences of **malicious complaints**
- Importance of **confidentiality during inquiries**

SPEAKER
Viji Hari
CEO CecureUs
PoSH and DEI Expert

Date : 20th & 21st November
(2 days of training)

Time : 2.30 PM to 5 PM
(Both days)

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