

Safe Space Newsletter

www.CecureUs.com



Jan, 2026



Highlights

- An article on Workplace Photo Privacy in India
- Poster of the Month
- What's New in the Law
- Vlog on Digital Misconduct
- Upcoming workshop details

Stepping into 2026 with Commitment to Safe Workplaces

As we step into 2026, we extend our warmest wishes for a happy, prosperous, and successful year ahead. May the year bring continued growth, positivity, and a renewed commitment to creating safe, respectful, and inclusive workplaces.

As we begin the new year, we would also like to gently remind you of the importance of filing the POSH Annual Report for the previous reporting year. Timely compliance plays a crucial role in strengthening a workplace culture rooted in safety, dignity, and accountability.

We look forward to working closely with you to ensure the report is completed and submitted within the prescribed timelines.

Wishing you a Happy and Prosperous New Year 2026!



Our Achievements-2025

At CecureUs, **2025** has been a year of meaningful impact, strengthened partnerships, and a continued commitment to building safe, respectful, and inclusive workplaces.

Our Impact in 2025

- **291** safe workplaces
- **774** training sessions
- **1,29,553** employees sensitised
- **66** POSH cases handled

Reach Across India & Globally

- **16** States, **22+** cities across India
- **6+** global cities reached

Highlights from Our Training Initiatives

- Employee Awareness Sessions on **POSH, DEI, EAP, and Code of Conduct**
- **POCSO** Awareness Programs for schools, educational institutions, NGOs, and organisations working with children
- **Internal Committee Capacity-Building Programs**
- **Leadership POSH Programs**
- **E-learning modules** - Gamified, multilingual learning

Expanded Services in 2025

We are proud to expand our offerings to support organisations beyond compliance:

- Code of Conduct training and incident handling
- Financial wellness programs
- Women Leadership programs - ASPIRE
- DEI - Surveys, hiring support and audits
- New e-learning modules on DEI, Code of Conduct, and multilingual POSH

A Note of Gratitude

We are deeply grateful to our clients for their trust, valuable [Google reviews](#) and continued referrals. Your support inspires us every day.

Together, we are building safer workplaces.

Warm regards,

Viji Hari - Founder CecureUs





WORKPLACE PHOTO PRIVACY IN INDIA

Is It Legal to Click or Share Photos of Colleagues?



Workplace Photo Privacy in India: Is It Legal to Click or Share Photos of Colleagues?

Workplace photography may seem harmless, but under India's DPDP Act 2023, it carries serious legal implications. This blog clearly explains what is allowed, what is illegal, and where consent is mandatory when taking or sharing workplace photos. It helps employees avoid unintentional violations and guides organisations on staying compliant and risk-free. A must-read to protect privacy, dignity, and workplace trust in the digital age.

[Click here to read more](#)

Workplace Photo Privacy in India
IS IT LEGAL TO CLICK OR SHARE PHOTOS OF COLLEAGUES?

ALWAYS SEEK CLEAR CONSENT BEFORE TAKING OR SHARING PHOTOS AT WORK

- CONSENT IS MANDATORY**
PHOTOS ARE PERSONAL DATA. SHARING WITHOUT PERMISSION IS ILLEGAL.
- RIGHT TO PRIVACY**
EVERYONE HAS A RIGHT TO PRIVACY - RESPECT IT.
- PENALTIES FOR MISUSE**
MISUSE CAN LEAD TO FINES OR IMPRISONMENT.

- ✓ GET EXPLICIT CONSENT BEFORE TAKING PHOTOS.
- ✓ DON'T SHARE PHOTOS WITHOUT PERMISSION.
- ✓ RESPECT COLLEAGUES' PRIVACY.
- ✓ FOLLOW COMPANY PHOTO POLICIES.

WITHOUT CONSENT, CLICKING OR SHARING COLLEAGUES' PHOTOS CAN LEAD TO:

- EMOTIONAL DISTRESS
- HARASSMENT CONCERNS
- REPUTATION DAMAGE
- LEGAL CONSEQUENCES

RESPECT PRIVACY & CREATE A SAFER WORKPLACE

FOR ANY CLARIFICATION/CONCERNS, WRITE TO: [HR@CECAREUS.COM](mailto:hr@cecareus.com)

Poster of the Month

Counselling builds awareness, accountability, and empathy by helping offenders understand the impact of their actions.

[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?

What's New in Law

POSH Act Update Woman Can Approach IC Of Her Department Against Harassment By Employee Of Another Workplace: Supreme Court

In a significant clarification under the POSH Act, the Supreme Court has held that a woman can approach the Internal Complaints Committee (ICC) of her own department even if the alleged harasser is an employee of another workplace. The Court recognized that modern workplaces often involve inter-organizational interactions, including vendors, consultants, clients, and contractual staff. Limiting redressal only to the respondent's employer would leave many women without effective remedies. The judgment reinforces that the focus of the POSH Act is access to justice, not technical employer boundaries.



An ICC cannot refuse to entertain a complaint solely because the respondent does not belong to the same organisation. The Court emphasised that employers must ensure a safe working environment, regardless of who commits the misconduct. Where required, the ICC may coordinate with the respondent's organisation for inquiry or action. This ruling strengthens protections for women in shared, hybrid, and third-party workplaces.

It also places greater responsibility on organisations to handle complaints involving external employees sensitively and lawfully.

The decision aligns with the objective of the POSH Act—to provide effective, timely, and accessible redressal.



Vlog

Digital Misconduct and Workplace Harassment

Digital misconduct is rapidly emerging as a serious workplace risk in today's digital-first world. This video explains what legally constitutes digital misconduct, how it impacts employees, and when it qualifies as workplace harassment.

It covers real-life scenarios including deepfakes, online abuse, and misuse of digital platforms—issues that are increasing at an alarming pace. You'll also learn about the rights of victims and the legal protections available under Indian law.

The video highlights how workplace harassment has evolved in the digital era and what organisations must watch out for. A must-watch for prevention strategies, organisational best practices, and building safer, respectful digital workplaces.



[Click here to view](#)

Upcoming workshop

This session is designed to create awareness about our commitment to zero-tolerance on sexual harassment at the workplace. The session will explain the POSH law in brief and talk about the importance of a respectful work environment. It's a Certified training course and will be an interactive discussion which will include learning from Videos, Case Scenarios and Real-life examples etc.

Date: February 12 & 13, 2026

Time: 2:30 pm – 5:00 pm

[Register here](#)

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: 12th & 13th February
(2 days of training)

Time: 2.30 PM to 5.00 PM
(Both days)

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Reach out to us for any queries
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