

Safe Space Newsletter

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Highlights

- An article on “ Why Organizations should mandate counselling for SH perpetrators “
- Poster of the Month
- Case Law
- Safespace Scenario
- Upcoming Workshop

Boundaries Matter: Workplace Relationships and POSH

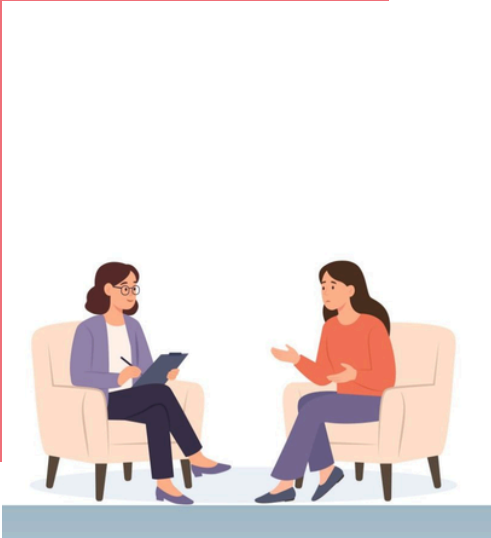
With Valentine’s Week bringing conversations around relationships into focus, this is an apt moment to reflect on how workplace relationships are navigated with respect, consent, and professionalism. While connections at work are natural, it is important to recognise that the workplace demands clear boundaries and mindful conduct. Respectful interactions play a key role in fostering a safe, inclusive, and dignified environment for everyone.

This edition of Safe Space highlights the importance of awareness, accountability, and mutual respect in everyday workplace interactions.

Dive into this month’s edition and join us in building workplaces rooted in trust, respect, and safety.



“Why Organizations Should Mandate Counselling for Sexual Harassment Perpetrators – An IC Expert’s Perspective”



Are we preventing harassment—or just passing the risk on? This blog explores why mandating counselling for perpetrators is essential for breaking the cycle of workplace harassment. Grounded in behavioural science and POSH practice, it offers a more sustainable path to safer workplaces.

[Click here to read more](#)

Poster of the Month

“Understanding love at work means recognizing how relationships evolve and where boundaries matter. Awareness and mutual respect at every stage help maintain professionalism and create a safe, harassment-free workplace.”

[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?



Gujarat High Court on Transfer of Government Employee After Sexual Harassment Complaint



Overview of the case :

Ms. Nidhi Patel vs. State of Gujarat & Ors.

A woman government employee in Gujarat filed a sexual harassment complaint under the PoSH Act against a colleague. The Internal Committee conducted an inquiry and found the respondent guilty. Despite disciplinary action, the complainant continued to work in close proximity to the accused, causing distress. She sought transfer/relief to ensure a safe working environment, which led to judicial intervention by the Gujarat High Court.

Jurisdiction:

The Gujarat High Court emphasized that the objective of the PoSH Act extends beyond completing an inquiry and imposing punishment. It also includes restoring a safe and dignified work environment for the complainant.

Relying on **Section 12** of the PoSH Act, the Court held that interim and protective measures such as transfer or leave can be considered even after the inquiry, if continued proximity to the harasser causes trauma. The Court observed that merely penalizing the respondent is insufficient when the complainant's mental well-being and sense of safety remain compromised. It directed the authorities to adopt a compassionate and victim-centric approach while considering the transfer request.

The judgment reinforces that workplace safety and dignity take precedence over administrative rigidity. It also clarifies that PoSH remedies must be meaningful, practical, and sensitive to the lived experiences of survivors.

SafeSpace HR Scenario #32

SafeSpace Series

HR Scenario #32

by Viji Hari



[Click here to view](#)

No allegation, no witnesses, no CCTV—so how did the IC arrive at its decision?

This scenario shows how a false complaint was assessed through travel patterns, timelines, call records, consistency, and supporting evidence.

It reinforces why process over perception is critical in PoSH cases.

The IC's role, timely action, and effective cross-examination proved decisive.

An essential read for understanding fair, evidence-based investigations.

PoSH Structured Certification Course For Organization Internal Committee

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)

[Register here](#)

04/05

Respect is free,
Respect is Priceless

She Box Portal



[Click here](#)

She-Box Registration: A Mandatory Step Towards PoSH Compliance

As mandated by government advisories, organisations are required to register on the She-Box portal and update IC details for both head office and branch offices. This ensures alignment with statutory expectations under the PoSH framework and enables oversight by the appropriate authorities. Timely updation of IC information demonstrates organisational accountability and compliance readiness.

It also ensures employees have access to a recognised government platform for grievance redressal when needed.

Cecureus Offerings: From PoSH Compliance to Workplace Well-Being

Cecureus provides **end-to-end PoSH compliance solutions**, covering policy, process, and implementation.

Our **PoSH trainings** use impactful formats such as role-plays, theatre-based models, and online/offline sessions, supported by scalable eLearning modules.

We also offer **EAP services**, including professional counselling, toll-free helplines, and employee assistance for holistic well-being.

In addition, we deliver **Code of Conduct and DEI trainings** with eLearning modules, enabling organisations to build inclusive, respectful, and psychologically safe workplaces.

05/05

Reach out to us for any queries
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