

SAFE SPACE NEWSLETTER

WWW.CECUREUS.COM



March Edition, 2026

Newsletter Highlight

- An Article on Grooming Behavior at Work
- Poster of the Month
- Case Law
- Safespace Scenario
- Upcoming Events

CecureUs wishes....

*Happy
Women's
day*



#GIVE to GAIN

Let's make this International Women's Day more than a celebration — let's give in ways that help women gain opportunity, voice, and equity.

Let's move beyond appreciation to meaningful action by supporting growth, enabling leadership, and fostering inclusion throughout the year. Because when we give support and opportunity, women gain power, confidence, and progress.

01/04

“Think like a queen. A queen is not afraid to fail.” — Oprah Winfrey

Grooming Behavior at Work : What It Really Means and How to Handle It

This blog sheds light on subtle workplace grooming behaviors that are often misunderstood or overlooked. It helps employees recognize early warning signs and respond with confidence and clarity. With practical scenarios and guidance, it empowers individuals and teams to create safer, more respectful work environments.



[Click here to read more](#)



Poster of the Month

Checkout this poster specially designed for International Women's day on the theme " Give to Gain"

[Download the poster](#)

Circulate this poster among your employees for awareness. Let us know if you like us to create a poster on any specific theme?

Extending Workplace Safety Beyond Campus

Samuel Tennyson v. The Principal & Secretary, Madras Christian College & Others **Madras Christian College Case**

Case Overview :

In January 2019, Madras Christian College (MCC) organized a study tour for the Zoology Department involving 42 students and seven faculty members, including Dr. Raveen and Dr. Samuel Tennyson.

In April 2019, 34 female students filed complaints alleging sexual harassment during the tour, stating that the conduct of the accused faculty members created a hostile and intimidating study environment.



An Internal Complaints Committee (ICC) was constituted on 6 April 2019. After inquiry, the ICC unanimously found that the actions of the respondents amounted to sexual harassment under the POSH Act, 2013. Based on the findings, Dr. Raveen was dismissed from service.

Dr. Samuel Tennyson challenged the ICC report before the High Court, alleging violation of natural justice and procedural lapses. The Court, however, refused to interfere, holding that the ICC had followed due process and acted within the law.

Justification:

The case affirms that educational institutions and academic activities, including study tours, fall within the definition of “workplace” under the POSH Act, 2013. It highlights the responsibility of institutions to ensure a safe and dignified environment beyond campus premises.

The judgment reinforces judicial support for properly conducted ICC inquiries and underscores that courts will not interfere when procedures are followed fairly. The case also brings attention to the need for balanced implementation of protective laws, while maintaining their core objective of safeguarding women’s dignity and safety.

SafeSpace Series

HR Scenario #36

by Viji Hari



A harassment complaint.
A deleted WhatsApp chat.

Can IC still uncover the truth?

In this scenario, we explore a real case where deleted WhatsApp messages could've silenced the truth—until forensic support stepped in. Digital trails may fade, but accountability shouldn't.

Has your IC been trained to navigate tech-backed complaints?

[Click here to view](#)

Upcoming events



Colors of the Mind

Exploring Emotional Wellness through Art Therapy



- Mindful Coloring / Doodle
- Creative Expression
- Reflection & Sharing
- Gratitude

Materials Needed:

- White sheets, Color pencils or Crayons
- Brushes, Water cups (if using paints)



Ms. Uma
Wellness Coach
Art Therapist

19th Mar 2026 | 4:00 PM - 5:00 PM

connect@cecureus.com | www.cecureus.com | 7200500221



CECUREUS AWARDS FOR WORKPLACE EXCELLENCE 2025-2026

Brand Collaboration

Celebrating Safe, Inclusive, and Future Ready Workplaces.

APRIL 2ND 2026, 10 AM TO 2 PM

LE ROYAL MÉRIDIEN CHENNAI



7200500221 | connect@cecureus.com | www.cecureus.com/awards

[Click here](#)

to register your spot today.

We warmly invite you to join us in person for the Cceureus Awards 2025–26, to be held in Chennai. This special event celebrates organizations and individuals who are championing safe, respectful, and inclusive workplaces.

Your presence will make the celebration even more meaningful as we recognize inspiring efforts and share powerful stories of impact.