

Safe Space Newsletter

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Apr, 2026



Highlights

- An article on “All Male Employees: Who Can Be a Presiding Officer Under the POSH Act?”
- Poster of the Month
- Case Law
- Upcoming workshops
- CecureUs Awards

Beyond Targets: Building a Stress-Resilient Workplace

As April marks Stress Awareness Month, it's more than just a reminder – it's an opportunity to pause, reflect, and prioritize wellbeing in the workplace. This is the right time for organizations to go beyond targets and actively build a culture that supports mental health, balance, and emotional safety.

Let this be the moment your organization takes a meaningful step towards a healthier, more resilient, and supportive workplace – throughout the year.

Pause – Reflect – Thrive.

All Male Employees : Who Can Be a Presiding Officer Under the POSH Act?



This blog helps clarify a common misconception that **POSH laws do not apply to all-male workplaces**, highlighting the legal risks involved in such assumptions. It simplifies complex compliance requirements and clearly outlines what organizations can and cannot do under the law. It also explains the correct approach, including the role of the Local Committee, ensuring organizations stay compliant even without women employees. By reading this, companies can avoid critical mistakes that may invalidate their POSH framework and instead build a legally sound, audit-ready structure with practical, actionable guidance.

[Click here to read more](#)

SecureUs
WORKPLACE RESPECT
Small Actions. Big Impact.

- EVERY INTERACTION SHAPES OUR CULTURE
- MAKE EVERYONE FEEL SAFE AND VALUED
- RESPECT EVERYONE—REGARDLESS OF ROLE, GENDER, OR BACKGROUND

PAUSE & REFLECT

WHAT FEELS CASUAL TO ONE MAY FEEL UNCOMFORTABLE TO ANOTHER.
EXAMPLES:

- “YOU LOOK HOT TODAY” OR “JUST JOKING” INSTEAD OF A NEUTRAL COMPLIMENT
- REPEATED MESSAGES OUTSIDE WORK HOURS OR AFTER THEY HAVE DECLINED
- STANDING TOO CLOSE OR UNNECESSARY PHYSICAL CONTACT
- SENDING LATE-NIGHT PERSONAL MESSAGES UNRELATED TO WORK
- PERSONAL QUESTIONS OR COMMENTS, THAT CROSS-PROFESSIONAL BOUNDARIES

What Can We All Do?

- BE MINDFUL OF YOUR WORDS AND TONE
- SPEAK UP / SEEK SUPPORT IF UNCOMFORTABLE
- ENCOURAGE INCLUSIVE AND RESPECTFUL CONVERSATIONS
- RESPECT PERSONAL AND PROFESSIONAL BOUNDARIES

SEE SOMETHING THAT DOESN'T FEEL RIGHT? REPORT IT TO YOUR GRIEVANCE COMMITTEE. CONFIDENTIAL. RESPECTFUL. SAFE.

INSERT LOGO

Poster of the Month

"Workplace respect means treating everyone with dignity, valuing differences, and fostering a safe, inclusive environment".

[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?

Sneha Choudhury vs Sahitya Akademi & Ors



Overview of the Case

The case arose from allegations of workplace sexual harassment made by Sneha Choudhury in connection with the Sahitya Akademi. The matter brought attention to concerns regarding the organization's handling of the complaint under the POSH Act, 2013, particularly with respect to procedural lapses.

These included questions around the proper constitution and functioning of the Internal Committee (IC), delays in initiating and conducting the inquiry, and the adequacy of the response provided. The case consequently highlighted gaps in compliance and raised broader concerns about institutional accountability in ensuring a safe workplace.

Jurisdiction

The Court, in addressing such issues, emphasized the need for strict compliance with the provisions of the POSH Act. It reiterated that the constitution of a duly compliant Internal Committee is mandatory and that employers have a continuing obligation to ensure its effective functioning.

The Court underscored that complaints must be addressed in a timely, fair, and confidential manner, in line with the principles of natural justice. It further highlighted that mere existence of a policy is insufficient; organizations must ensure proper implementation, procedural integrity, and accountability. Any failure in this regard may amount to non-compliance and undermine the objective of providing a safe and secure working environment.

Upcoming workshops



Ethics Beyond Compliance

**HOW VALUES,
BEHAVIOURS &
CULTURE SHAPE
EVERYDAY DECISIONS**



Ethics Beyond Compliance: How Values, Behaviours & Culture Shape Everyday Decisions

Date: April 23, 2026

Time: 11:00 am - 12:30 pm

The course is priced at ₹300 + GST per participant.



Calm Wallet, Calm Mind

**HOW FINANCIAL
WELLNESS SUPPORTS
MENTAL WELL-BEING**



Download the poster

Calm Wallet, Calm Mind : How Financial Wellness Supports Mental Well-Being

Date: May 14, 2026

Time: 4:00 pm - 5:00 pm

Stay tuned for more updates!

04/05

"Speak up, support each other, and create a stress-free workplace."



CecureUs Secure & Inclusive Workplace Awards 2026

The **5th edition of the Secure and Inclusive Workplace Awards**, held on **2nd April 2026**, celebrated organizations driving workplace safety and inclusivity across India.

With **240+** nominations, **30+** esteemed jury members, and **5** award categories, this year's awards reflected rigorous evaluation and inspiring initiatives from across industries.

A **big thank you** to all our clients and participants for making this a grand success.

Congratulations to the winners—your commitment continues to set new benchmarks for safe and inclusive workplaces.



Watch the celebration [here](#)

CecureUs Awards 2025–2026 | AI, Gen Z & the evolving role of HR [here](#)
Celebrating Organizations & HR Champions Building Safe , Healthy Workplaces | CecureUs Awards 2026 [here](#)

CecureUs Awards 2025–2026 | Celebrating Excellence in Workplace Safety, Inclusion, and Wellbeing [here](#)

You can download **Industry Best Practices on Safe, Inclusive and Harmonious Workplaces [here](#)**



05/05

Reach out to us for any queries
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