

Safe Space Newsletter

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May, 2026



MENTAL HEALTH AWARENESS MONTH

May marks Mental Health Awareness Month

May is a reminder for POSH IC members and HR that safety goes beyond compliance. It is about prevention and everyday wellbeing. In high pressure and hybrid workplaces, **unresolved stress often shows up as conflict, complaints, absenteeism, and attrition.**

EAPs play a critical role by offering early and confidential support. **EAP creates a safe space for employees who may be unsure whether to report a concern, need clarity before taking a step, or want help in addressing unwanted behaviors or habits.** This early intervention can prevent escalation into formal grievances or POSH cases, while strengthening trust, retention, and productivity.

Encourage your employees to speak to a counsellor. Seeking guidance early can provide clarity, confidence, and the right next step before issues escalate.

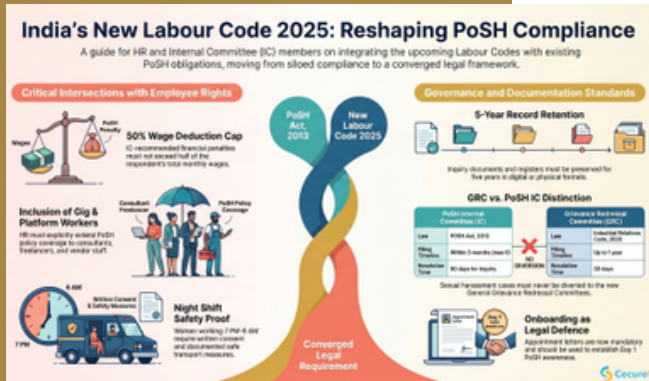
This May, let's shift the narrative:

- ◆ From compliance to care
- ◆ From redressal to prevention
- ◆ From policies to people
- ◆ From silence to support

Highlights

- An article on "New Labour Code 2025: Impact on PoSH Compliance"
- Poster of the Month
- Case Law
- Vlog on "Invisible Forces of Workplace Culture: Small Actions, Big Impact"
- Upcoming events

New Labour Code 2025: Impact on PoSH Compliance – What HR and IC Members Must Know



With the implementation of India's new labour codes from November 2025, organizations are witnessing a significant shift in how workplace compliance is managed.

While the POSH framework continues as an independent legislation, the new labour regime brings a stronger focus on workplace safety, documentation, accountability, and employee well-being, directly influencing how POSH is implemented in practice.

[Click here to read more](#)

Check out this insightful piece on New Labour Code

Poster of the Month

This visual highlights an important message—employees do not have to handle emotional stress, workplace concerns, or difficult situations alone. Whether through counsellors, EAP support, or the Internal Committee, organizations must create accessible and confidential support systems that encourage employees to speak up without fear. A culture of empathy, trust, and early support can make all the difference in strengthening employee well-being and workplace safety.

[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?



Key Lessons for Internal Committees (IC) & HR Professionals

⚖️ Case Spotlight: K. Hema Latha v. State of Tamil Nadu (2018)

A school teacher alleged workplace sexual harassment by a colleague. However, the inquiry process was found legally flawed by the court due to:

- **Improper IC Constitution:** The committee lacked the mandatory external member under Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- **Insensitive Inquiry Process:** The complainant was required to travel over 500 km for proceedings, which the court considered unreasonable and distressing.
- **Failure of Independent Assessment:** The IC closed the matter solely because the accused was acquitted in criminal proceedings, without independently assessing workplace misconduct standards.

💡 Court's Key Directions

- **Fresh Inquiry:** The court rejected the original report and ordered a new IC to be constituted in strict compliance with Section 4 of the POSH Act.
- **Administrative Transfers:** To maintain "discipline and decorum" and protect the educational environment for students, the court ordered the administrative transfer of both the petitioner and the accused during the fresh inquiry.
- **Systemic Correction:** The State was directed to ensure all departments properly constitute ICs according to the law.

💡 Key Takeaways for IC & HR Professionals

- **Strict Composition is Non-Negotiable:** Your IC must have a senior-level woman as Presiding Officer and an external member (NGO/expert) to prevent senior-level pressure.
- **Independence from Criminal Law:** A criminal acquittal—especially one based on technical grounds—does not exonerate an employee from workplace disciplinary action. The IC must reach its own conclusion based on service standards.
- **Ensure Accessibility:** Conduct inquiries at the workplace or District Headquarters. Making a victim travel long distances is untenable and biased.
- **Sensitivity Over Skepticism:** Even if there are personal or family disputes between parties, the IC must deal with the specific harassment complaint with an "open mind" to cull out the truth.
- **Interim Measures:** HR has the power to transfer parties on administrative grounds to ensure a "conducive and clean environment," even if it isn't specifically requested under Section 12.

POSH compliance is not just procedural—it requires fairness, sensitivity, accessibility, and independent decision-making at every stage of the inquiry process.

Invisible Forces of Workplace Culture: Small Actions, Big Impact



Subtle behaviors in the workplace often go unnoticed—not because they don't matter, but because they're seen as too small to address. This video explores how these "invisible forces" influence workplace culture and highlights what managers and peers can do to build awareness, respond thoughtfully, and foster a culture of respect. Watch to see how small actions can create a meaningful impact in building a more inclusive and psychologically safe workplace.

[Click here to view](#)

Upcoming Events

PoSH Structured Certification Course For Organization Internal Committee

Join us for an insightful session under the *POSH IC Learning Lab* series facilitated by **Viji Hari**. This session will focus on strengthening IC capabilities, handling cases with fairness and sensitivity, and ensuring compliance with POSH requirements.

Who Should Attend:

- ◆ Internal Committee Members
- ◆ HR Professionals
- ◆ Legal and Compliance Teams
- ◆ PoSH Trainers and Practitioners

Date & Time:

📅 **June 11 & 12, 2026**

🕒 **2.30 PM – 5:30 PM IST**

The course is priced at Rs. 4500+ GST. Last day to register – June 12th, 2025

[Click here to register](#)

New Labour Code 2025: What HR & IC Must Act On Now

Join Our Learning Session in POSH IC Learning Lab on topic: New Labour Code 2025 – Impact on PoSH Compliance. This session will focus on strengthening IC capabilities, handling cases with fairness and sensitivity, and ensuring compliance with POSH requirements.

Who Should Attend:

- ◆ Internal Committee Members
- ◆ HR Professionals
- ◆ Legal and Compliance Teams
- ◆ PoSH Trainers and Practitioners

Date & Time:

📅 **May 14, 2026**

🕒 **11.00 AM – 12.30 PM IST**

This is a free webinar.

[Click here to register](#)

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

Join us for an engaging session as we explore "*Calm Wallet, Calm Mind: How Financial Wellness Supports Mental Well-Being.*" Discover practical ways to build financial awareness, reduce stress, and foster a more balanced, resilient mindset.

Who Should Attend:

- ◆ Employees of all levels, especially those looking to manage stress, improve focus, and make healthier financial choices.

Date & Time:

📅 **May 28, 2026**

🕒 **4:00 pm – 5:00 pm PM IST**

This is a free webinar.

[Click here to register](#)