

Safe Space Newsletter

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June, 2026



June is a month that celebrates both inclusion and wellness.

June is a beautiful reminder that true strength lies in embracing who we are while caring for our well-being. This month brings together two meaningful global observances – Pride Month and International Yoga Day – both encouraging self-awareness, acceptance, and balance.

 Pride Month celebrates diversity, inclusion, and the freedom to be yourself. It is a time to support equality, respect every identity, and create spaces where everyone feels seen, heard, and valued.

 International Yoga Day, celebrated on 21st June, highlights the importance of physical and mental wellness. Yoga teaches us to slow down, breathe deeply, and reconnect with ourselves amidst our busy lives.

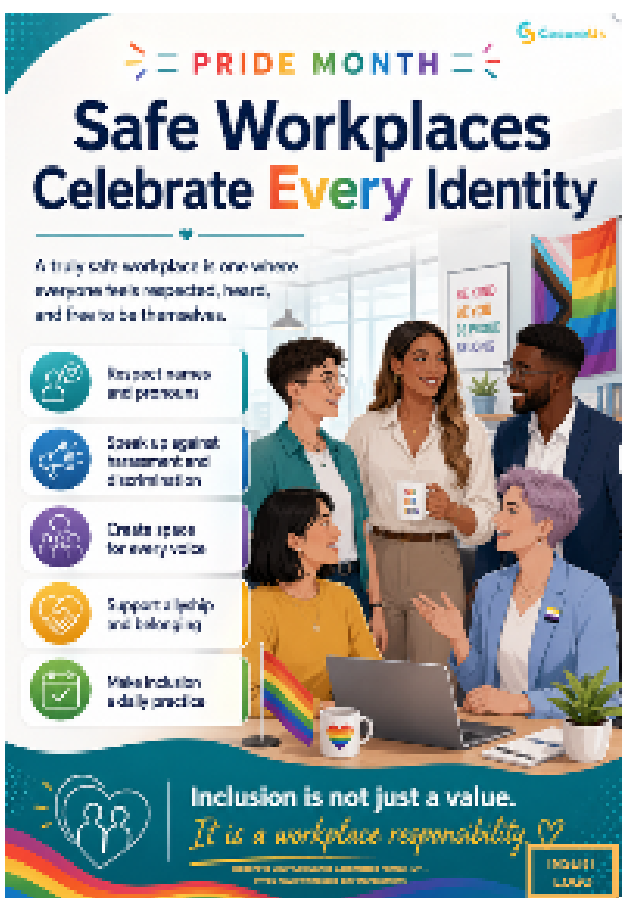
Together, these observances inspire us to embrace diversity, practice self-care, and build a more compassionate and harmonious world.

“Same-Sex Harassment at the Workplace : A Conversation Indian Employers Can No Longer Avoid”

When we think of workplace sexual harassment, we often assume it involves a man and a woman. But what happens when the complaint involves individuals of the same gender or members of the LGBTQIA+ community?

This blog explores the realities of same-sex harassment at the workplace, the legal and practical challenges employers face, and why "not covered under POSH" should never mean "no action required." A must-read for HR professionals, Internal Committee members, leaders, and anyone committed to building truly inclusive workplaces.

[Click here to read more](#)



Poster of the Month

Check out this poster to reflect on what Pride truly stands for—beyond colors and celebrations. It's a call to action for creating lasting, inclusive change at the 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?



Case Laws



Landmark Case Law: Navtej Singh Johar v. Union of India (2018)

Navtej Singh Johar v. Union of India

Overview of the case :

Section 377 IPC, a colonial-era law, criminalized consensual same-sex relationships and was often used to discriminate against LGBTQ+ individuals. In 2018, Navtej Singh Johar and other petitioners challenged the law before the Supreme Court, arguing that it violated fundamental rights such as equality, dignity, privacy, and freedom of expression. The case became a landmark step toward equality and inclusion in India.

Decision of the Court

In a unanimous judgment, the Supreme Court held that **consensual same-sex relationships between adults cannot be treated as a criminal offence.**

The court observed that:

- Sexual orientation is a natural and inherent part of an individual's identity.
- Members of the LGBTQ+ community are entitled to equal constitutional rights and protection.
- Society must move from intolerance to acceptance and inclusion.

The judgment strongly emphasised dignity, individuality, privacy, and the freedom to live without fear or discrimination.

Final Verdict

The Supreme Court partially struck down Section 377 IPC by decriminalizing consensual sexual relationships between adults of the same sex.

However, Section 377 would continue to apply in cases involving:

- Non-consensual acts
- Acts involving minors
- Bestiality

The judgment was celebrated as a historic victory for human rights and equality in India. It also reinforced the importance of creating respectful, inclusive, and discrimination-free workplaces and communities.

Key Takeaway

“Every individual has the right to live with dignity, equality, and pride.”



New Labour Code 2025: Impact on PoSH Compliance

Stay informed with our latest video on India's New Labour Codes, designed to simplify key changes related to wages, social security, industrial relations, and workplace safety. The video provides easy-to-understand insights on how these reforms may impact employers and employees alike. Don't miss this informative session to stay updated and workplace-ready!

[Click here to view](#)

Upcoming workshop

CecureUs

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: 11th & 12th June
(2 days of training)

Time: 2.30 PM to 5.00 PM
(Both days)

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PoSH Structured Certification Course For Organization Internal Committee is a **Certified training course** and will be an interactive discussion which will include learning from Videos, Case Scenarios and Real-life examples .

[Click here to register](#)



Practical Insights for CHROs and Leaders building Safe, Inclusive and Emotionally Healthy workplaces



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