

SAFESPACE

NEWSLETTER

July, 2026



Highlights

- An article on POSH Inquiry Report Writing
- Poster of the month
- Case law
- Vlog
- Workshop updates

This July, we celebrate **Disability Pride Month**—a reminder that every individual brings unique strengths, perspectives, and talents to our communities and workplaces. It's an opportunity to move beyond awareness and embrace true inclusion, where differences are respected, barriers are removed, and everyone has an equal opportunity to succeed. By fostering accessibility, empathy, and belonging, we create environments where people of all abilities can thrive and contribute their best. Together, let's champion a culture that values ability over limitation and inclusion over exclusion.



Blog



[Click here to read more](#)

POSH Inquiry Report Writing: Why it is the most important responsibility of an Internal Committee

 Learn why the POSH Inquiry Report is the most important responsibility of an Internal Committee.

 Discover the 10 Golden Rules for writing fair, objective, and legally defensible inquiry reports.

 Avoid common reporting mistakes that can undermine investigations and expose organizations to legal risks.

 A must-read for IC Members, HR Leaders, and POSH Professionals committed to building credible and compliant workplaces.

DISABILITY PRIDE MONTH | ♥ JULY

Inclusive minds. Respectful words. Safe workplaces.

SecureUs

SAFE SPACE FOR EVERYONE
RESPECT. INCLUSION. DIGNITY.

Think

BEFORE YOU SAY IT

Small words can have a big impact.
Choose respect. Build inclusion. **Prevent harassment.**

 **INSTEAD OF THIS**

 **SAY THIS INSTEAD**



"You don't look disabled."



"Can you tell me what support would be helpful?"



"You're so inspiring just for coming to work."



"Your skills and contributions matter."



Comments, jokes or assumptions about someone's disability.



Respect individuality. Focus on ability, not assumptions.



Unwelcome comments, jokes, offensive humour, intrusive questions or behaviour targeting a person's disability can be hurtful and may amount to workplace harassment



SEE IT. HEAR IT. EXPERIENCE IT. SPEAK UP.

REPORT CONCERNS TO
 <email id>

Your voice can prevent harm and build a safer workplace for all.

INSERT LOGO

 BE RESPECTFUL

 BE INCLUSIVE

 BE RESPONSIBLE

 BE AN ALLY

Poster of the Month

Safe spaces for persons with disabilities (PwDs) ensure dignity, accessibility, and protection from bias or harassment. True inclusion means creating environments where every voice is heard and respected.

[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?





Overview of the case :

What if there is no physical contact, but a woman feels intimidated, uncomfortable, and subjected to unwelcome sexual advances at work? Can it still amount to sexual harassment? The Supreme Court answered this question emphatically in the landmark case of Apparel Export Promotion Council v. A.K. Chopra (1999).

The Incident:

A senior officer was accused of making unwelcome sexual advances towards a female employee. Although there was no physical assault, the employee felt intimidated and violated. Following an internal inquiry, the officer was dismissed from service. However, the Delhi High Court set aside the dismissal, citing the absence of physical contact.

The Supreme Court's Stand:

The Supreme Court reversed the High Court's decision, holding that sexual harassment is not limited to physical contact. Any unwelcome conduct with sexual overtones that violates a woman's dignity or creates a hostile work environment can amount to sexual harassment.

Why This Case Still Matters:

- ✓ Expanded the understanding of sexual harassment beyond physical acts.
- ✓ Reinforced every woman's right to a safe and dignified workplace.
- ✓ Emphasised that the impact of the conduct matters more than the presence of physical contact.

📌 Key Takeaway: The absence of physical contact does not negate sexual harassment. Workplace dignity and safety must always be protected. ⚖️🏢

Vlog



[Click here to view](#)

SafeSpace Scenario

Why You Shouldn't Miss This SafeSpace Scenario:

👁️ Workplace harassment often doesn't begin with inappropriate behaviour—it begins with attention, trust, and blurred boundaries.

⚠️ Learn how grooming behaviour develops, the subtle warning signs to watch for, and why it often goes unnoticed until it's too late.

💡 A must-read for employees, managers, HR professionals, and Internal Committee members committed to creating safer workplaces.

Read the carousel to understand how grooming works—and how early awareness can prevent workplace misconduct.

Upcoming Events

Writing Effective IC Case Reports: From Evidence to Defensible Findings

Join this highly practical 2-hour workshop that goes beyond theory and focuses on real-life scenarios, common reporting challenges, and hands-on techniques for drafting clear, objective, and defensible IC reports.

Who Should Attend:

- ◆ Internal Committee Members
- ◆ HR Professionals
- ◆ Employee Relations Teams
- ◆ Ethics & Compliance Professionals

Date: 28th July, 2025

Time: 11.30 AM to 01.30 PM

Venue: Online – Zoom Platform

The course is priced at ₹1000+ GST per participant.

[Click here to register](#)

WRITING EFFECTIVE IC CASE REPORTS

PALLAVI RUPANAGUDI
CORPORATE LAWYER & POSH CONSULTANT

SESSION PLAN

- STRUCTURING AN EFFECTIVE AND LEGALLY DEFENSIBLE IC REPORT
- DISTINGUISHING FACTS, ALLEGATIONS, EVIDENCE, ANALYSIS, AND FINDINGS
- BALANCE OF PROBABILITIES STANDARD IN DECISION-MAKING
- TRANSLATING WITNESS STATEMENTS, INTERVIEWS, EMAILS AND CHAT EVIDENCE INTO CLEAR FINDINGS
- PRACTICAL CASE-STUDY EXERCISES

TUESDAY, 28TH JULY
11:30 AM TO 1:30 PM

04/04

Reach out to us for any queries
connect@cecureus.com