

Safe Space Newsletter

www.CecureUs.com



Aug Edition, 2026



Happy Independence Month!

Freedom Begins with Feeling Safe

When India won its freedom in 1947, it was a victory for dignity, equality, and every voice that deserved to be heard.

That vision belongs in our workplaces too.

At CecureUs, we believe true freedom at work means feeling safe, respected, included, and empowered to speak up.

As you read this month's newsletter, let us continue building workplaces where respect is a way of life and every person belongs.

Because freedom grows where people feel safe and valued.

Highlights

- **Article on Safe working environment**
- **Poster of the Month**
- **Case Brief**
- **Vlog**
- **Upcoming Events at CecureUs**



"True freedom begins in workplaces where every individual feels safe, respected, valued, and empowered to be themselves."

When Employees Visit Customer Premises: Are Both Sides Protected?



[Click here to read more](#)

As businesses increasingly collaborate with clients, vendors, and partners, employees often work beyond the boundaries of their own workplace. But when an incident of sexual harassment occurs at a customer's premises, an important question arises—who is responsible for ensuring a safe working environment?

This blog explores the shared responsibilities of employers and client organizations under the POSH Act, the practical challenges that arise, and the steps both parties can take to create a safe, respectful, and legally compliant workplace for everyone.



Poster of the Month

Independence at work means the freedom to work with dignity, free from harassment and discrimination.

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 Brief



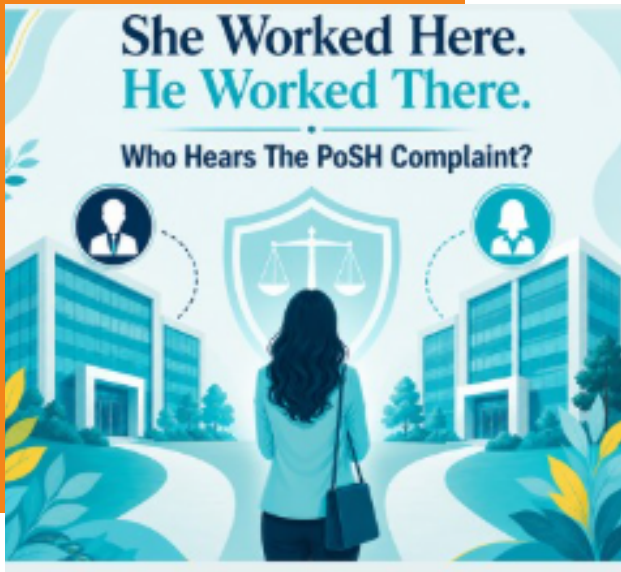
Dr. Sohail Malik v. Union of India, Dec 2025: Can a PoSH Complaint Be Heard by the Complainant's Workplace IC When the Respondent Works Elsewhere?

Case Law Spotlight:

Can the Internal Committee (IC) at the complainant's workplace inquire into a POSH complaint when the respondent is employed by a different organization or department? In this landmark judgment, the Supreme Court clarified the scope of IC jurisdiction under the POSH Act, reinforcing that the IC at the aggrieved woman's workplace can conduct the inquiry, with the respondent's employer responsible for taking disciplinary action based on the IC's recommendations. This decision provides valuable clarity for employers, HR professionals, and IC members handling cross-organization or inter-departmental complaints.

Read the complete case analysis and key takeaways by clicking the link [Click here to read more](#)





[Click here to view](#)

SafeSpace Scenario

- 📌 Can an IC hear a POSH complaint if the respondent works for a different organization?
- ⚖️ Learn the key takeaways from the landmark Supreme Court judgment in Dr. Sohail Malik v. Union of India.
- 👤 Understand what this means for HR professionals and Internal Committee members.
- 📖 Read the full SafeSpace carousel for practical insights.
- ➡️ Share it with your HR and IC teams.

PoSH Structured Certification Course For Organization Internal Committee

This session is designed to create awareness about our commitment to zero-tolerance on sexual harassment at the workplace. The session will explain the POSH law in brief and talk about the importance of a respectful work environment.

Who Should Attend:

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

 **Date: 10th & 11th September, 2026**

 **Time: 2.30 PM to 05:00 PM**

 **Venue: Online (Zoom)**

The Hidden Cost of Being Busy : When Your Calendar is Full but Your Energy is Empty

Join this interactive webinar to understand the difference between being busy and being productive, identify the hidden consequences of chronic busyness and learn practical strategies to work with greater clarity and balance.

Who Should Attend:

- Working professionals
- Managers and team leaders
- HR and people managers
- Employees experiencing work pressure or mental fatigue
- Anyone seeking a healthier and more productive way of working

 **Date: 20th August 2026**

 **Time: 4.00 PM to 05:00 PM**

 **This is a free webinar.**

[Click here to register](#)