

Safe Space Newsletter

www.CecureUs.com



Sep Edition, 2026



SEPTEMBER IS SUICIDE PREVENTION AWARENESS MONTH

This September, as we observe **Suicide Prevention Month**, let us look beyond awareness and focus on something equally important, how we respond when someone is struggling.

Not every person in distress will openly ask for help. Sometimes, a change in behaviour, withdrawal, silence, or a simple "I'm not okay" can be a signal that someone needs support.

Workplaces have an important role to play in creating an environment where people can speak about their struggles without fear of judgement. Compassion, psychological safety, and access to the right support can make a meaningful difference.

This month, let us remind ourselves that prevention can begin with something as simple as noticing, listening, and responding with empathy. Because sometimes, the most important conversation is the one we choose not to ignore.

Listen with empathy. Investigate with fairness. Support with sensitivity.

Highlights

- **Article on POSH Audit**
- **Poster of the Month**
- **Case Law on timely action for a complaint.**
- **Safespace scenario**
- **Upcoming event – IC workshop**





Beyond the Complaint: Responding with Empathy and Care



September is Suicide Prevention Month, a reminder that workplace investigations involve people, emotions and sometimes significant psychological distress.

A PoSH complaint can be deeply distressing for both a complainant and a respondent.

A complainant may experience fear, anxiety, shame, self doubt, isolation or worry about not being believed.

A respondent may experience shock, anxiety, uncertainty, reputational concerns and fear about disciplinary action, career or livelihood.

These emotions can become overwhelming. Regardless of which side of a complaint a person is on, any expression of suicidal thoughts or self harm must be taken seriously.

How Can an IC Respond Sensitively?

- 1. Pause the proceedings:** Stop the inquiry conversation and focus on immediate safety.
- 2. Ask about immediate risk:** Calmly ask, "Are you thinking of harming yourself right now?"
- 3. Activate support:** Follow the organisation's crisis protocol and connect the person with HR, EAP, a mental health professional or emergency support, as appropriate.
- 4. Involve someone they trust:** Ask if a family member or trusted person can be contacted. If the risk is immediate, escalate as necessary to protect their safety.
- 5. Stay connected:** Do not leave a person at immediate risk unsupported until appropriate help takes over.
- 6. Protect privacy:** Share only what is necessary for safety and avoid unnecessary disclosure of the PoSH proceedings.

The IC is not expected to diagnose or counsel. Its role is to recognise a potential crisis, respond sensitively and connect the person with appropriate support. Empathy does not mean taking sides. A complainant deserves to be heard without blame. A respondent deserves a fair opportunity to respond without humiliation.

The IC's role is to determine facts, not someone's worth.

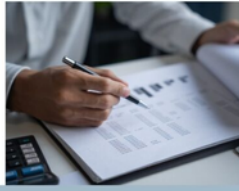
A safe workplace requires both procedural fairness and human sensitivity.





POSH AUDITS: THE NEXT STEP IN WORKPLACE COMPLIANCE

Is Your Organization Ready?



PoSH Audits: The Next Step in Workplace Compliance – Is Your Organization Ready?

PoSH compliance is more than having a policy and an Internal Committee in place. A PoSH audit helps organisations assess whether their processes are actually working in practice—from IC constitution and training to complaint handling, documentation, awareness initiatives and statutory reporting.

As regulatory scrutiny and employee expectations continue to evolve, organisations need to move from “compliance on paper” to compliance in practice. A periodic PoSH audit can identify gaps, strengthen processes and help build a workplace where prevention, accountability and employee safety go hand in hand.

[Click here to read more](#)

Is your organisation audit-ready?

Suicide Prevention Month

WHAT IF THE MOST IMPORTANT THING YOU DO TODAY IS

listen?

I'm here. You're not alone.

A colleague facing harassment may not always say "I need help." Sometimes the signs are quieter.

- Create a safe space to speak
- Maintain confidentiality
- Take every concern seriously
- No retaliation. Ever.

Report to your Grievance Committee (Email ID) if you have witnessed any harassment.

INSERT LOGO

Poster of the Month

Safe and inclusive workplace acts as a foundation for employees well being in the company.

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?

03/05

Feeling lonely or overwhelmed?
Call the CecureUs helpline for
confidential support: 1800 121 9497



Nisha Priya Bhatia v. Union of India Supreme Court of India | 2020



The Case

Nisha Priya Bhatia, a senior R&AW officer, filed a sexual harassment complaint against two senior officers in 2007. The complaint was acted upon only after a significant delay, and the first Complaints Committee was also not properly constituted in accordance with the Vishaka Guidelines. During the course of events, her identity and association with R&AW became publicly exposed, causing serious consequences for her.

She challenged the subsequent action taken against her, including her compulsory retirement.

What did the Supreme Court say?

The Supreme Court upheld her compulsory retirement under the special R&AW rules, but importantly held that the improper handling and delay in addressing her sexual-harassment complaint violated her fundamental rights to life and dignity. The Court directed the Union of India to pay her ₹1 lakh as compensation. The Court emphasised that a non-hostile working environment is an essential part of dignified employment and that workplace harassment law also addresses prejudice, hostility, discrimination and humiliation—not merely overt acts of harassment.

POSH Takeaway

A POSH complaint is not just a formality, it demands timely, fair and sensitive action.

For an IC, delays, improper constitution of the committee, lack of sensitivity or failure to provide a safe environment can have serious legal and human consequences.

Timely action is not merely good practice, it is part of ensuring justice and dignity at the workplace.





Two relationships. Two slaps. Same answer?

Timing of the slap differs.

Should POSH committee handle this or Should HR ?

Read both scenarios and comment:

Scenario 1: HR or POSH Committee?

Scenario 2: HR or POSH Committee?

[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: 10th & 11th September
(2 days of training)

Time: 2.30 PM to 5.00 PM
(Both days)

7200500221 | Connect@cecureus.com | www.cecureus.com

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 Sep, 2026
Time: 2.30 PM to 05:00 PM
Venue: Online (Zoom)

[Click here to register](#)

05/05

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