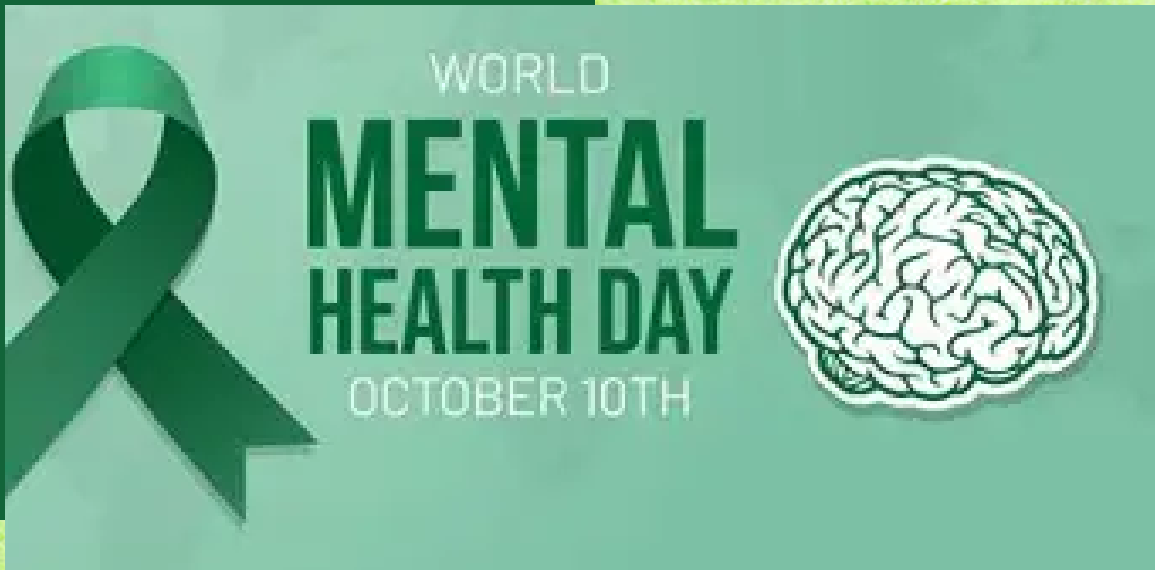


Safe Space Newsletter

www.CecureUs.com



Oct Edition, 2026



This World Mental Health Day, let's remember: mental well-being matters every day, not just on 10 October. Amid deadlines and responsibilities, a conversation, a pause or a request for support can make a difference. Let's build workplaces where people feel safe to speak, seek help and be heard.

As the festive season begins, may we celebrate with kindness, connection and care for ourselves and one another. Wishing you and your loved ones peace, joy and renewed energy.

Highlights

- Mental Health and PoSH Audit
- Poster of the Month
- Case Law
- Vlog
- Upcoming CecureUs Events

Happy World Mental Health Day and warm festive wishes!

CecureUs Turns 6

Six Years of Creating Safer, More Inclusive Workplaces

CecureUs proudly celebrates six years of building safer, more inclusive and supportive workplaces. What began as a mission has grown into a journey spanning 932+ workplaces, 129,608+ employees sensitised, 2,592+ workshops, and 450+ POSH cases handled across 42+ Indian cities. Through our POSH, DEI, and EAP initiatives, we continue to drive meaningful change in workplace culture and employee well-being. Beyond the numbers, our greatest achievement lies in the lives touched, voices heard, and organisations empowered to create lasting change. We extend our heartfelt gratitude to our clients, consultants, and team for being part of this journey. As we look ahead, our commitment remains stronger than ever: 2,000 safer workplaces by 2030.



CecureUs

6 Years.

932+ Workplaces.

Countless Stories of Change.

What Started as a Mission Has Become a Responsibility.

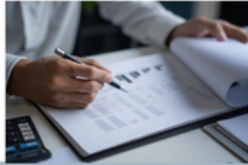
Vote of Thanks

Download the poster here

 129,608+ EMPLOYEES SENSITISED	 932+ WORKPLACES	 2,592+ WORKSHOPS
 42+ INDIAN CITIES	 450+ POSH CASES HANDLED	 60,000+ EMPLOYEES ON OUR EAP MENTAL HEALTH PLATFORM



POSH AUDIT IN 2026:
Is Your Organisation Truly
Compliant?



[Click here to read more](#)

PoSH Audit in 2026: Is Your Organisation Truly Compliant?

PoSH Audit in 2026: Is Your Organisation Truly Compliant?

A PoSH policy alone does not ensure compliance. Are your Internal Committee, training records, reporting channels and inquiry practices audit-ready?

A PoSH audit helps identify gaps, strengthen accountability and ensure that policies work in practice, not just on paper.

Is your organisation prepared? Read the blog to find out.



AWARE OF A SEXUAL HARASSMENT CONCERN AT WORK?

DON'T STAY SILENT. ACT RESPONSIBLY.

Managers | HR | IC Members

If you become aware of a sexual harassment concern:



DO

- Listen and support
- Guide the employee to the Internal Committee
- Maintain confidentiality
- Escalate appropriately



DON'T

- Ignore or dismiss the concern
- Ask the employee to stay silent
- Attempt informal settlements
- Protect anyone because of position or performance
- Retaliate against anyone who speaks up

Ignoring a concern can allow the harm to continue.

**SPEAK UP. SUPPORT.
ESCALATE RESPONSIBLY.**

INSERT
LOGO

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



Poster of the Month

A respectful workplace makes every celebration safer and more inclusive. Download, customise and circulate this month's PoSH awareness poster. Have a topic in mind? Tell us what your employees need.

[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



Mridu Chauhan v. State Bank of India & Ors. **Punjab & Haryana High Court**

A workplace complaint must reach the right forum.

In this case, an SBI employee alleged bullying, derogatory remarks, mental harassment and sexual harassment by a senior colleague. Instead of routing the relevant allegations through the statutory PoSH mechanism, the Bank relied on inquiries by individual officers. The employee challenged the handling of her complaints and related service action.

What did the Court observe?

The Court stressed that complaints falling within the PoSH framework must follow the prescribed mechanism. An individual officer cannot replace the Internal Committee. It also identified procedural concerns involving natural justice and the complainant's participation. The challenged orders and reports were set aside, with directions for reinstatement and consequential benefits.

Key PoSH Takeaway

For HR and IC members:

- Refer PoSH allegations to the appropriate IC.
- Ensure fair inquiry and meaningful participation.
- Avoid parallel inquiries that bypass statutory procedure.
- Document decisions and protect dignity throughout.

“A policy protects employees only when the right process is followed”.



Vlog



Counselling in PoSH Cases: Support Beyond the Process.

A PoSH complaint can be emotionally difficult for everyone involved. Confidential counselling offers space to process emotions, manage distress and access support.

Counselling does not replace an IC inquiry or determine its outcome. It complements due process by supporting well-being and dignity.

Addressing a complaint means caring for people as well as following procedure.

[Click here to read more](#)

Stress Management & Emotional Well-Being

Stress is part of working life, but it need not define our well-being.

Join this practical session to recognise stress, manage emotions, cope with workplace pressure and build healthier habits.

 **Date: Tuesday, October 27**

 **Time: 4:00 PM – 5:00 PM**

Take an hour to pause, reflect, and learn practical ways to support your emotional well-being at work and beyond.

[Click here to register](#)

PoSH Audit Readiness – Is Your Workplace Truly Compliant?

Having a PoSH policy and an Internal Committee is only the beginning. Can your organisation demonstrate compliance when it matters?

 **Date: 4 November 2026**

 **Time: 11:30 AM – 1:00 PM**

This 90-minute session will help you understand what auditors look for and how to build a clear, defensible evidence trail demonstrating compliance in practice.

[Click here to register](#)

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.

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

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

The session will explain the POSH law in brief and talk about the importance of a respectful work environment.

[Click here to register](#)

05/05

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