Safe Space Newsletter

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Nov, 2026



Highlights

- **An article on "A Reminder as we approach the Annual Report".**
- **Poster of the Month**
- **Real case scenario**
- **Safespace series**
- **Upcoming workshop**

POSH Compliance: A Reminder as we approach the Annual Report

As we approach the Annual Report submission, it is important to revisit our commitment to creating a safe, inclusive and respectful workplace. Compliance with the Prevention of Sexual Harassment (POSH) Act, 2013, is not just an annual requirement but an ongoing responsibility that every organisation must uphold.

Organisations are encouraged to ensure that all employees complete their POSH awareness training, the Internal Committee (IC) is appropriately constituted, and complaints, actions and other relevant records are maintained accurately.

The Annual Report is also an opportunity to review our efforts, strengthen awareness and reaffirm our commitment to a workplace built on dignity, equality and mutual respect.Let's remember: POSH compliance is not just about meeting legal requirements; it is about creating a culture where everyone feels safe, heard and respected.

Together, let's make workplace safety everyone's responsibility!

"Bystanders can break the chain of harassment."

Blog



Are You Taking Up the Role of an IC Presiding Officer? Here's What You Should Know

Congratulations on your appointment as the Presiding Officer (PO) of your organisation's Internal Committee (IC)!

Under the POSH Act, 2013, the Presiding Officer plays a vital role in ensuring fair complaint redressal, statutory compliance and an effective workplace prevention mechanism.

But where should you begin? Beyond overseeing inquiries and conducting meetings, it is important to understand your organisation's compliance history, familiarise yourself with relevant case laws, collaborate with IC members and ensure employees know how to reach you.

Click on the link for a practical guide to help you get started!

[Click here to read more]



Poster of the Month

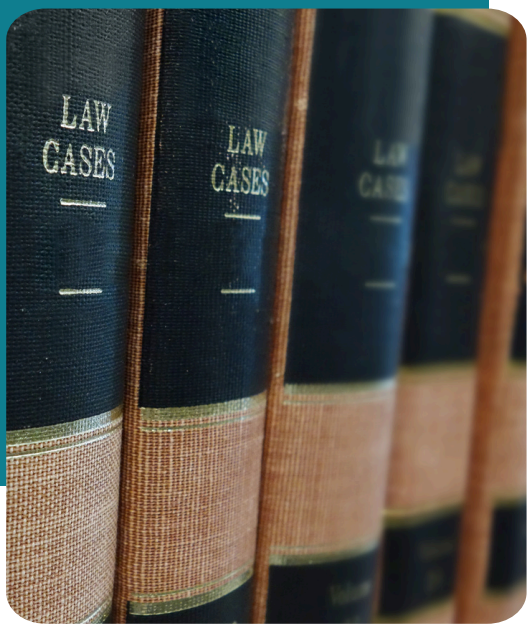
Empower yourself with the knowledge to create a safe and respectful workplace. Awareness is the first step to prevent harassment.

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?

Legal Case Study | Anup Vikal v. State of Maharashtra



Can an Internal Committee (IC) Reject a Complaint Without Conducting an Inquiry?

Background of the Case

The case examined whether an Internal Committee could decline to initiate an inquiry into a sexual harassment complaint on the grounds that the allegations did not disclose an instance of sexual harassment. It raised important questions regarding the IC's statutory obligations and procedural responsibilities under the POSH Act, 2013.

Court's Observations:

The Bombay High Court examined the provisions of Sections 11(1) and 13(2) of the POSH Act. It clarified that a decision declining to conduct an inquiry may constitute a recommendation under Section 13(2), which is subject to the appellate mechanism under Section 18 of the Act.

Key Compliance Takeaways for IC Members:

- Statutory Compliance: Complaints must be assessed within the framework prescribed under the POSH Act.
- Reasoned Decisions: Decisions regarding the disposal of complaints must be supported by appropriate reasoning and documentation.
- Procedural Fairness: ICs must uphold the principles of natural justice and ensure impartiality.
- Due Diligence: Allegations must be assessed in light of the statutory definition of sexual harassment under Section 2(n) and Section 3 of the Act.

Key Learning:

An Internal Committee must exercise its statutory authority with impartiality, due application of mind and procedural rigour. Every complaint requires appropriate consideration, and every decision must be supported by a fair, transparent and legally compliant process.

Real Case-Scenario

SafeSpace Series– Real HR Scenario #68

The case was closed. But was the risk really closed?



What happens when a workplace harassment concern handled informally in 2023 comes back to haunt the organisation three years later?

Managers change. Memories fade. Emails disappear. But cases can return.Your documentation today could become your strongest defence tomorrow.

In SafeSpace Series #68, Viji share's a case that every HR professional, manager and PoSH Committee member should reflect on.

Click here to view

Upcoming workshop

PoSH Audit Readiness – Is Your Workplace Truly Compliant?

Join Ms. Viji Hari, CEO, CecureUs | PoSH & DEI Expert, for a practical FREE webinar designed for HR professionals, Internal Committee (IC) members, Compliance Heads and organisational leaders responsible for PoSH compliance.

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.

Date & Time:
🗓️ **Nov, 18th , 2026**
🕐**11.30 AM – 1:00 PM IST**
Format: Online Webinar
Participation: FREE

Click here to register

PoSH Structured Certification Course For Organization Internal Committee

Join us for an insightful session under the *POSH IC Learning Lab* series facilitated by **Viji Hari.**This session will focus on strengthening IC capabilities, handling cases with fairness and sensitivity, and ensuring compliance with POSH requirements.

Who Should Attend:

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

Date & Time:
🗓️ **Nov, 24th & 25th, 2026**
🕐**2.30 PM – 5:30 PM IST**
Format: Online Webinar
Participation: Rs. 4500 + GST per participant.

Click here to register

Reach out to us for any queries
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