

SAFE SPACE NEWSLETTER

WWW.CECUREUS.COM



February Edition, 2024



Newsletter Highlight

- An Article on the PoSH Act
- Poster of the Month
- Case Law
- Vlog on "Tips to Know if You Are a Harasser at the Workplace"
- Big Event – CecureUs Awards



Viji Hari
CEO of CecureUs
SME on POSH and DEI, Author

From the Founders Desk

Dear PoSH Champions,

We are pleased to present this first version of the newsletter in a monthly format. Moving ahead, it will be available on our website www.cecureus.com and will be released monthly. Please feel free to distribute this to your IC team and leaders. We are open to receiving your feedback on this new format. Do write to me at viji@cecureus.com, If you would like to hear from us on any specific topic or theme.

- Viji Hari

Thought of the Month

"One Victim's silence is the perpetrator's strength which results in more Victims. Speak Up!

-Viji Hari

01/04

“ Understanding the Importance of the Protection of Women under the Indian Anti-Sexual Harassment Act, 2013 (POSH Act)”



The significance and effects of the Indian PoSH Act, 2013 are examined in this article with regard to protecting women's rights and dignity at work.

The article highlights how the Act helps to advance gender equality, make workplaces safer, and provide protection outside of traditional office settings. Additionally, it recommends industry best practices, such as combining gender sensitization workshops with POSH..... [Click here to read more](#)

When does office romance become workplace harassment?

FOR ALL

STAGE 1 Proposal	STAGE 2 Relationship	STAGE 3 Break-Up
<p>One time proposing Low Severity</p> <p>Repeated proposing High Severity</p> <p>NOTE: Repeated proposals despite display of non-interest constitutes sexual harassment</p>	<p>Public Display of Affection (PDA) at work Hostile to colleagues High Severity</p> <p>Manager subordinate romantic relationships High Severity Leads to QuidProQuo / Favoritism Move to different teams</p>	<p>Pursuing after Break-Up High Severity Leads to awkward position for colleagues Move to different teams</p>



Poster of the Month

With Valentine's Day around the corner, it's important to recognize the stages of office romance and when it turns into harassment at work.

[Download the poster](#)

Circulate this poster among your employees for awareness. Let us know if you like us to create a poster on any specific theme?

Procedure Of Cross-Examination Should Adhere To Principles Of Natural Justice

Case 1:

Overview of the case

Delhi High Court Manjeet Singh v Indraprastha Gas (Delhi High Court, W.P.(C) 6352/2016)

The decision of the IC was set aside by the court. It was decided that the conclusion reached had to be overturned because the petitioner's allegations of sexual harassment had not been supported by any other workers.

In addition, the petitioner was not granted the legal right to cross-examine the complainant, which resulted in legal irregularities in the inquiry process.

Justification

Natural justice standards must be followed in the Internal Complaints Committee's proceedings. The complainant must be allowed to be cross-examined by the accused (respondent), and this cross-examination must take place in writing rather than orally.

Case 2:

Overview of the case

Avinash Mishra v Union of India (Delhi High court, 2014 (215) DLT 714)

Justification

When the court emphasized how crucial it is to follow natural justice rules, which apply to all parties (respondent and complainant). Committee members occasionally exhibit partiality and bias toward one party over another.

Both sides have the right to cross-examination, and the committee must make sure that this is followed.

Tips to Know if You Are a Harasser at the Workplace

What is the subtle difference between a friendly gesture and harassment?

This is a frequently asked question by employees deserves more clarity.

- How can one know if your behaviour may be impacting someone?
- What are the simple cues one can observe?
- The intent of your action vs the impact on the victim?

Dive into this video to know the answers.



[Click here to view](#)

CecureUs Awards 23-24

We're thrilled to extend an exclusive invitation to witness the brilliance of organizations committed to fostering a culture of safety, health, and inclusion.

This is your chance to be part of a transformative experience that celebrates positive change in the workplace.

 Mark the Date : **Feb 22, 2024**

 Time: **4:00 pm to 5:00 pm**

A promotional graphic for the CecureUs Awards 2024. It features a large gold trophy on the left. The background is dark with a red curtain. Text includes "CecureUs" logo, "CECUREUS AWARDS 2024", and statistics: "120 NOMINATIONS", "40 SHORTLISTED", and "25 WINNERS". Below the statistics, it says "Join us for an unforgettable evening celebrating excellence at the CecureUs Awards 2024!". At the bottom, it lists "Date: Feb 22, 2024" and "Time: 4:00-5:00 pm". Contact information at the bottom includes a phone number "7200500221", an email "connect@cecareus.com", and a website "www.cecareus.com".

Secure your Spot now!