

SAFE SPACE NEWSLETTER

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March Edition, 2024



Newsletter Highlight

- An Article on ensuring online safety at the workplace
- Poster of the Month
- Case Law
- Glimpse of CecureUs Awards 23-24
- Did You Know?



CecureUs wishes....

*Happy
Women's
day*

#InspireInclusion

Lets remind to build a more inclusive and equitable future for all women at the workplace.

—————01/04

Thought of the Month

“Respect yourself by respecting others” -Anonymous

NAVIGATING THE DIGITAL WILDERNESS: Ensuring Online Safety for Women



Though there are some dark corners in the digital world, there are also some very serious hazards there, such as identity theft, cyberbullying, harassment, stalking, doxing, revenge porn, trolling, and image morphing. We'll look at these issues related to online safety in this blog and provide helpful tips on how women may be secure online.....

[Click here to read more](#)

Women Hear It All



**Together let's create an
Equal, Non-Discriminating, Respectful
workplace for all**

Be a Buddy. Speak Up. Support or Report harassment.

<PoSH common mail Id>



Logo

Poster of the Month

**Lets envision a world free of
bias, stereotypes, and
discrimination. A world that's
diverse, equitable, and
inclusiveness. Together we can
forge women's equality.**

[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?*

Sole testimony of victim of Sexual Harassment is Sufficient To Hold Perpetrator Guilty

The case of Bhuwan Chandra Pandey vs. Union of India and Ors., before the High Court of Uttarakhand at Nainital, Decided On: 15.06.2020

Case Overview :

The case concerned claims that a female trainee working under the supervision of paramilitary officer Bhuwan Chandra Pandey had sexually abused him. After completing a training exercise, the victim filed a complaint, claiming that Pandey had harassed her sexually on the way back in the cab.

The High Court upheld the victim's sole testimony as adequate proof in the departmental investigation, even in the lack of direct confirmation. It emphasized how consistent the victim's story was with circumstantial evidence and how credible it was.

Justification:

1. Sole Testimony Validated: Despite the absence of direct corroboration, the High Court affirmed the victim's sole testimony as sufficient evidence in the departmental inquiry. It emphasised the reliability of the victim's account and its alignment with circumstantial evidence.
2. Standard of Proof: The court clarified that in disciplinary proceedings, guilt need not be established beyond reasonable doubt but by a preponderance of probabilities. It highlighted the flexibility of evidence standards in domestic inquiries.
3. Accountability Emphasized: The ruling reinforced the accountability of perpetrators, stressing the severity of sexual harassment in the workplace. It upheld the dismissal of Pandey from service as a deterrent measure against such misconduct.

We are thrilled to share with you the glimpse of our CecureUs Awards 3rd Edition 23-24!

70 nominees

40 finalists

24 winners

2 exemplary award winners!



Congratulations all the winners for creating a secure and harmonious workplace.

[Click here to view](#)

Did you Know ?

Is it appropriate to address a colleague as "Darling"?

The Calcutta High Court on 1st March 2023, held that calling an unknown woman 'darling' is offensive and a sexually coloured remark under Section 354A(i) of the Indian Penal Code (IPC) which penalises sexually coloured remarks

