

# Safe Space Newsletter

www.CecureUs.com



May Edition, 2024



## Highlights

- **Article: Challenges and Benefits of Rotating Internal Committee Members Periodically**
- **Poster of the Month**
- **Case Law**
- **Vlog on How often an organization should conduct sexual harassment awareness workshops?**
- **Upcoming Events at CecureUs**

## Mark Your Days with Meaningful Observances!

May is packed with interesting national and international days to celebrate!

From honouring workers and firefighters to remembering historical figures and raising awareness about health and well-being, there's an occasion for every interest this month.



## “Challenges and Benefits of Rotating Internal Committee Members Periodically”



Rotating the Internal Committee responsible for addressing sexual harassment every three years ensures fresh perspectives, avoids biases, and enhances skills. It promotes accountability, adapts to organizational changes, and increases confidence among employees. Regular evaluation and feedback help maintain fairness and effectiveness in addressing harassment issues.

[Click here to read more](#)

### See something, say something, be an ally



## Poster of the Month

Being an ally means actively supporting and standing up for others, promoting respect and equality in our workplace.

[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?

## Employer's Liability in Sexual Harassment Cases



This case held that employers cannot absolve themselves of liability for sexual harassment by claiming that the perpetrator was not an employee of the organization but a third party or a contractor.

### **Case : ICICI Bank vs. Vinod Kumar:**

#### **Overview of the case**

Pertains to an instance of sexual harassment that occurred within the premises of ICICI Bank involving Vinod Kumar, who was not an employee of the organization but a third party or contractor.

Despite Vinod Kumar not being an employee, the victim filed a complaint against ICICI Bank, holding them liable for the harassment she experienced on their premises. The case raised significant questions about the extent of an employer's liability in cases of sexual harassment involving non-employees.

#### **Justification**

The court ruled in favor of the victim, holding ICICI Bank liable for the sexual harassment despite the perpetrator not being their employee. The justification for this decision was based on the principle that employers have a duty of care towards their employees and a responsibility to ensure a safe working environment free from harassment.

By allowing a non-employee to engage in sexual harassment on their premises, ICICI Bank failed to fulfill this duty of care. The judgment underscored the importance of employers taking proactive measures to prevent sexual harassment, regardless of the perpetrator's employment status, and highlighted the need for organizations to be held accountable for ensuring workplace safety and gender equality.

## How often an organization should conduct sexual harassment awareness workshops?

Organizations should conduct sexual harassment awareness workshops regularly, including in inductions, annual trainings, and for support staff. Utilizing diverse methods like roleplays, e-learning, and ongoing discussions fosters engagement and understanding among employees.



Dive into this video to understand these jurisdictions better.

[Click here to view](#)

## Managing Diabetes – A Roadmap to Health And Wellness

We are excited to invite you to join us for a virtual session . This session aims to provide valuable insights, practical tips, and expert guidance on effectively managing diabetes to improve your overall well-being.



Date: **15th May, 2024**  
Time: 4:00 PM to 5:00 PM  
Platform: Zoom

Facilitator : Ms. Uma  
Yoga, Nutrition and laughter Therapist



[Click here to register](#)



## New Product Launch

We're thrilled to announce the launch of our new Diversity, Equity, and Inclusion (DEI) e-learning module!

This exciting initiative is set to enhance understanding and promote inclusivity throughout the organization.

**Innovative New Product Line Launching soon**

## Inside View

As a company, we are dedicated to educating our clients on the importance of Diversity, Equity, and Inclusion (DEI) within their organizations. Our commitment goes beyond teaching; we practice what we preach. This month, we have Shanmathi joining our organization to support our mission.

She is based in Chennai and is an intersectional mental health professional and a trainer with around 6 years of experience in the social and developmental sector. She thrives on breaking social barriers and promoting accessible and inclusive support.

## Welcome onboard, Shanmathi!



**Ladies and gentlemen, hold on to your seats because we have a new superstar joining CecureUs team! We are ecstatic to introduce Shanmathi, a true professional in DEI space who can bring fresh perspective to our organization.**

05/05

**Reach out to us for any queries: [connect@cecureus.com](mailto:connect@cecureus.com)**