

# Safe Space Newsletter

www.CecureUs.com



June, 2024



## Highlights

- An article on 'Protection of LGBTQ+ under the Sexual Harassment Act''
- Poster of the Month
- Case Law
- Vlog on 'Basics of LGBTQ+ inclusion at workplace''
- Upcoming Events at CecureUs

## Welcome to Our Pride Month Edition

As we honor Pride Month, we are reminded of our ongoing commitment to an inclusive workplace. Recent trends point to a concerning rise in same-sex harassment and gossip about colleagues' sexual orientations. It is also important as IC members, that we do not assume the gender of complainant and respondent just by seeing the complaint email. There could be a lot of unisex names or people who are transitioning.

This edition focuses on these issues, providing HR professionals with resources and best practices to combat discrimination and enforce equality. Our aim is to ensure a safe, respectful environment where every team member, regardless of sexual orientation or gender identity, is valued.

**Happy Pride Month!**

## “Protection Of LGBTQ+ Under The Sexual Harassment Act”

Delving into this information is essential to grasp the urgent need for updating the PoSH Act to protect all employees, including the LGBTQ+ community, from workplace harassment. It highlights the evolving workplace dynamics and the importance of inclusive policies, offering practical steps organizations can take to foster a safe and supportive environment for everyone.

[Click here to read more](#)



### “Solidarity in Action: Fighting Harassment for All”

**NOT ALL HARASSMENTS ARE Visible**  
Join forces against invisible harassment on LGBTQI+ Individuals

**Gossips and Rumors**  
“She is too friendly with her, I am sure they are dating. Lesbians are everywhere”  
“I saw him wearing lip balm, I knew he was gay.”

**Manipulation**  
“This is just a phase”  
“Did you think about your family?”  
“I am sure you will change your mind”

**Homophobic and Transphobic Comments**  
“That’s so gay!”  
“you’re too distracting”  
“you are too beautiful to be trans”

**Sexual Advances / Retaliation**  
“Comments about someone’s appearance or sex life”  
“Threatening to disclose someone’s identity”

Despite progress in LGBTQ+ rights and awareness, instances of harassment targeting individuals based on their sexual orientation, gender identity, or expression still persist.

**This pride month let’s join forces to call out harassment of LGBTQI+ individuals at workplace and together create a safe and inclusive workplace.**

Report to your Internal Committee <Email ID> , if you have witnessed any Sexual Harassment.

INSERT LOGO

## Poster of the Month

Lets emphasize the collective effort to combat harassment, ensuring safety and respect for everyone, regardless of gender or sexual orientation.

[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?*

## Proposed Measures for Enhanced Enforcement Against Workplace Harassment

### Case : Vivek Raj and Workplace Harassment

#### Overview of the case :

A 2023 case in the High Court of Karnataka revealed the severe consequences of workplace harassment faced by Vivek Raj, a 35-year-old LGBTQ individual. The relentless harassment at his workplace led to his tragic death, highlighting significant gaps in the current legal framework.

#### Jurisdiction:

The High Court of Karnataka, which has authority over the state of Karnataka, handled this case, bringing attention to the urgent need for more inclusive workplace harassment laws.

This case emphasizes the limitations of the PoSH Act of 2013, which primarily protects women, and calls for comprehensive reforms to include.

#### Proposed Legal Reforms

- Gender-Neutral Provisions: Amend the PoSH Act with inclusive language and protections for all individuals.
- Explicit LGBTQ+ Protections: Introduce specific clauses addressing LGBTQ+ challenges and harassment.
- Training and Awareness: Implement mandatory programs for inclusive workplace education.
- Stronger Enforcement Mechanisms: Enhance penalties and enforcement to effectively combat workplace harassment.

## Case Scenarios



## Some of the LGBTQ+ harassment Complaints received at workplaces over the years

### Addressing Workplace Harassment: A Call for Immediate Action

- **Textile Factory, Chennai:** An incident where a female employee was inappropriately touched under the guise of playing a game highlights the need for stringent harassment policies.
- **Startup, Chennai:** A privacy violation occurred when an employee's personal details were shared without consent, underscoring the importance of respecting privacy.
- **Fintech Firm, Mumbai:** Gossip about personal lives and sexual orientations has created a hostile work environment, pointing to a need for enhanced professionalism and respect.
- **E-commerce Firm, Bangalore:** Comments such as “that sounds so gay” in public forums have inadvertently outed individuals, demonstrating the need for sensitive communication.
- **Bank, Metro City:** Derogatory remarks questioning a customer’s gender expression reveal deep-seated biases that require immediate addressal.
- **IT Firm, Noida:** Questions like “who is the man in the relationship?” invade personal privacy and highlight ignorance about diverse relationships.
- **Recruitment, US-Based Candidate:** A recruiter mocked a candidate’s voice, knowing their transgender status, leading to public criticism on social media.

These examples from various cities and sectors illustrate the pervasive issue of workplace harassment and the urgent need for comprehensive sensitivity training across all levels. HR must lead the way in fostering an inclusive and respectful work environment.

## Basics of LGBTQ+ inclusion at workplace



Have you explored the profound effects of LGBTQ+ inclusion on both employee engagement and organizational success? Discover how prioritizing pronouns and fostering heightened awareness can cultivate a workplace that celebrates diversity and amplifies every voice. Propel your corporate culture forward with purposeful strides towards inclusivity.

[Click here to view](#)

Dive into this video to understand this better.

- **Where do trans-women who without corrective surgery fall?**
- **What about trans-men without corrective surgery?**
- **What about the gender queer – the non-binary, the agender, the gender fluid?**
- **Why must people be forced to put themselves in boxes where they don't belong merely because the law does not provide them spaces where they do?**
- **Are you sensitizing the employees on LGBTQ+?**

To know the more on handling LGBTQ+ scenarios, write to us at [connect@cecureus.com](mailto:connect@cecureus.com)

# Upcoming Event



Advanced Prevention  
of Sexual Harassment  
(PoSH) IC workshop



**It's time to train all your IC members.  
Join us for the Prevention of sexual  
harassment IC workshop.**



**Facilitated jointly by  
Mrs. Viji Hari**

**CEO of CecureUs  
SME-POSH and DEI, Author**



**Facilitated jointly by  
Dr. Arpitha Velanky  
PoSH Consultant**

### Topics include

- Act Overview & Inquiry Process: Key provisions and steps outlined for workplace inquiries.
- Psychological Aspects: Recognizing psychological factors and using effective interview techniques.
- Body Language & Empathy: Understanding nonverbal cues and demonstrating empathy during investigations.

**Course Price: Rs.3000 + GST.**



Mark the Date: **July 17th and 18th**  
Time: **2:30 pm to 5:00 pm**

**Secure your Spot now!**

**Don't miss out on the latest CecureUs event updates! [Click here](#) for more exciting news**

**06/06**

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