

July, 2024

# SAFESPACE

NEWSLETTER



## Disability Pride Month



### Highlights

- An article on Sexual Harassment of Persons with Disabilities in workplace
- Poster of the month
- Case law
- A Vlog on Bystander intervention
- Event updates

Celebrate Disability Pride Month by honoring the strength and achievements of the disability community. Together, let's champion inclusivity and accessibility for all. Recognizing disability is crucial for fostering understanding, equality, and respect in our society.

**HAPPY DISABILITY  
PRIDE MONTH !**



## Sexual Harassment of Persons with Disabilities in the Workplace



This blog highlights the heightened vulnerability of women and girls with disabilities to sexual violence in the workplace. It emphasizes legislative protections, practical guidance for Internal Committees, and the need for inclusive policies to ensure justice and support for all employees. Reading it fosters awareness and advocacy for a safer, more equitable workplace environment.

[Click here to read more](#)

INSERT LOGO

## DISABILITY PRIDE MONTH

Let's build a safe workplace that is supportive for all

**"Inclusion starts with understanding!" - Educate yourself and others about different disabilities.**

**"Communication is key!" - Speak inclusively, listen actively.**

**"Let's create a supportive workplace!" - Respect privacy, respect ability.**

**"Be an ally!" - Speak Up and Report Any Incidents**

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

## Poster of the Month

Let's emphasize the collective effort to combat discrimination, ensuring safety and respect for everyone, regardless of ability or disability.

[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?**



## Beyond the Boardroom: Insights from the Phaneesh Murthy Case



The case was settled out of court in 2003, with Infosys agreeing to a \$3 million settlement. This high-profile case had significant implications for Infosys and highlighted the critical issues of workplace harassment and corporate governance on a global scale.

### Case : Phaneesh Murthy vs. Infosys

#### Overview of the case :

The sexual harassment incident involving Phaneesh Murthy and his secretary Reka Maximovitch did not occur in India; it took place in the United States. At the time, Phaneesh Murthy was a senior executive at Infosys. Maximovitch accused him of sexual harassment during their tenure in the U.S.

#### Justification

- **Corporate Accountability:** Highlighted the importance in addressing sexual harassment allegations; Infosys settled to protect its reputation and avoid legal uncertainties.
- **Policy Revisions:** Prompted review and strengthening of workplace harassment policies; established more robust reporting and complaint-handling mechanisms.
- **Awareness and Prevention:** Raised workplace sexual harassment awareness; increased emphasis on training, prevention, and safer environments for employees.
- **Impact on Leadership:** Allegations significantly impacted Phaneesh Murthy's career; underscored need for ethical leadership and accountability.

## **Inclusive Policies: Strengthening Corporates to Sexual Harassment for Persons with Disabilities**

Here are some important points about the rights of disabled individuals in India regarding sexual harassment, with an emphasis on the need for organizations to implement facilities and policies:

### **Legal Framework:**

Rights of Persons with Disabilities Act, 2016:  
Mandates protection from all forms of

exploitation, abuse, and violence, including sexual harassment, ensuring equal access to justice for disabled individuals.

### **Accessibility and Accommodations:**

- Corporates must ensure workplaces are physically accessible and provide necessary accommodations (such as accessible restrooms, pathways, and communication aids) to facilitate disabled employees' participation in reporting mechanisms.

### **Policy Implementation:**

*Sexual Harassment Policies:* Companies are required under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, to have robust policies addressing sexual harassment, including provisions for disabled employees.

- Policies should outline accessible reporting mechanisms, support services, and confidentiality measures tailored to the needs of disabled individuals.

### **Awareness and Sensitization:**

- Conduct regular training programs for employees, including management





## **Inclusive Policies: Strengthening Corporates to Sexual Harassment for Persons with Disabilities**

and HR personnel, on disability rights, sensitivity towards disabled individuals, and recognising and addressing sexual harassment issues specific to disabilities.

### **Internal Committee (IC):**

- Ensure the IC includes members trained in disability rights and accommodations to handle complaints from disabled employees effectively.
- Provide options for disabled individuals to file complaints in accessible formats and ensure communication aids (like interpreters or assistive technologies) are available during proceedings.

### **Support Services:**

- Offer accessible support services, such as counselling and legal aid, to disabled employees who report incidents of sexual harassment.

### **Non-Discrimination and Equal Opportunities:**

- Emphasize non-discrimination policies that prohibit harassment based on disability and ensure equal opportunities for career growth and development for disabled employees.

By prioritizing these points, organizations can create inclusive and supportive environments that protect the rights and dignity of disabled employees, fostering a workplace culture that values diversity and respects all individuals, regardless of disability.



## The 3 steps of bystander intervention



Uncertain about how to respond to bullying, harassment, or violence? Watch this video to learn the essential three steps of bystander intervention. Gain the skills to take action and prevent harm, empowering yourself to make a positive difference in your community.

Dive into this video to understand this better.

[Click here to view](#)

## Advanced PoSH Structured Course For Organization Internal Committee

We are excited to invite you to join us for a virtual session. This session is designed to create awareness about our commitment to zero-tolerance of sexual harassment in the workplace. The session will explain the PoSH law in brief and talk about the importance of a respectful work environment.

Date: **17th and 18th July 2024**  
Time: 2.30 PM to 5:00 PM (both days)  
Platform: Zoom

Facilitators : Ms. Viji Hari and DR. Arpitha Velanky

[Click here to register](#)



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06/06

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