

Safe Space Newsletter

www.CecureUs.com



Aug Edition, 2024



Celebrating Independence: Honoring True Freedom This August

Happy Independence day !

As we celebrate India's Independence Day, we are reminded of the value of freedom. Just as our nation achieved independence, it is essential to create workplaces where everyone feels safe, included and free to be themselves. This month, we explore how fostering safety and respect at work honours the spirit of independence and ensures true freedom for all.

Join us in this edition as we explore ways to build these safe spaces and champion inclusivity at work. Kudos to all our readers who are championing this cause!

Highlights

- Article on Body shaming and Bullying
- Poster of the Month
- Case Brief
- Vlog on What to do if someone is being harassed or bullied?
- Upcoming Events at CecureUs



Independence is not just a political freedom but the liberation of every soul from the chains of prejudice and harassment.

Addressing Body Shaming and Bullying in Corporate India



[Click here to read more](#)

At CecureUs our team of external members are witnessing a concerning rise in cases of body shaming and bullying. Some incidents directly relate to sexual harassment, such as, gossip about sexual orientation, probing questions on marital status (single or divorced), or intrusive inquiries when a woman requests leave for menstruation or gynaecological purposes.

Addressing these behaviors is crucial for creating a healthy and equitable work environment where all employees feel respected and valued....

Stop the Stigma: Ending Body Shaming



Poster of the Month

Beauty Comes in All Shapes and Sizes: Embrace Diversity, Stop Body Shaming!

[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?



Case Brief

A Tragic Wake-Up Call: Addressing Workplace Harassment and Mental Health in Organizations



The tragic suicide of Shivani Gupta, a 27-year-old executive at Axis Bank's Noida Sector 128 branch, has brought serious concerns about workplace culture and harassment into the spotlight. On July 12, Gupta reportedly took her own life after enduring months of alleged harassment and bullying by her colleagues. In her suicide note, Gupta named six individuals, including a female co-worker, a sales manager, and an area sales manager, accusing them of making derogatory remarks and creating a hostile work environment.

The harassment reportedly escalated into a verbal and physical altercation with the female co-worker, which was witnessed by other employees. This incident, combined with her supervisor's refusal to accept her resignation and the issuance of a termination notice, appears to have contributed significantly to Gupta's decision to end her life.

Following her death, Gupta's brother filed a police complaint, leading to an FIR against the accused under charges of abetment to suicide. Axis Bank has expressed deep sorrow over the incident, emphasizing its zero-tolerance policy toward workplace harassment and is fully cooperating with the investigation. The case underscores the urgent need for organizations to foster a safe and respectful workplace environment for all employees.

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Case Brief

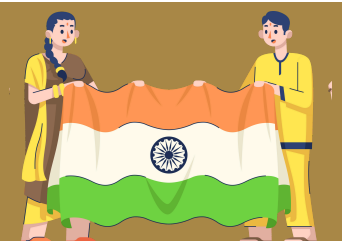


Justification and Lessons for Organizations

The tragic case of Shivani Gupta highlights the urgent need for organizations to proactively and comprehensively address workplace harassment. It serves as a stark reminder of the profound impact workplace harassment can have on an individual's mental health and well-being. Several critical lessons emerge from this case, emphasizing areas where organizations can improve:

- 1. Inclusive Harassment Policies:** Organizations must enforce gender-neutral anti-harassment policies that apply to everyone, including external employees. Regular sensitivity training sessions should reinforce these policies.
- 2. Prioritizing Mental Health:** Companies should offer comprehensive wellness programs and access to counseling services. Creating a culture where employees feel safe to discuss their issues without fear of retaliation is vital.
- 3. Empathetic Listening:** Organizations must take every complaint seriously, offering empathetic support to employees. Establishing a transparent grievance mechanism ensures complaints are addressed promptly.
- 4. Resignation vs. Termination:** Accepting an employee's resignation should be preferred over termination unless there is a clear policy violation, preserving the employee's dignity and avoiding conflicts.
- 5. Accountability and Training:** Holding individuals accountable for harassment and investing in training on harassment and mental health awareness can prevent incidents and protect the organization's reputation.

These measures are essential for creating a safe and supportive workplace.



What to do if someone is being harassed or bullied?

The 3 D's of bystander intervention




Watch this video to learn how to effectively intervene as a bystander with Ms. Viji Hari's clear, step-by-step guidance. You'll gain practical skills to assess situations, understand what's happening, and confidently decide on your next steps. This video is essential for anyone looking to make a positive impact and respond appropriately when witnessing problematic behavior.


[Click here to view](#)

What's New at CecureUs?

We're thrilled to announce some exciting updates:

 **New DEI eLearning Module:** Our latest eLearning module on Diversity, Equity, and Inclusion is ready for launch! Get a sneak peek at our teaser and discover how we're redefining DEI training.

 **Tailored PoSH Content for Gen Z:** We've crafted a dynamic new module specifically designed for Gen Z audiences, focusing on Prevention of Sexual Harassment (PoSH). Explore our fresh, engaging content tailored just for them!

 **Combating Bodyshaming and Bullying at your workplace:** We are pleased to offer a crucial workshop tailored specifically for employees to create a safe and inclusive workplace.

Stay tuned and get ready to elevate your learning experience with CecureUs!

05/05

Reach out to us for any queries
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