

Safe Space Newsletter



Sep Edition, 2024

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This September, as we observe Suicide Prevention Month, we are reminded of the critical importance of mental health awareness. Suicide is not only a heartbreaking loss but a preventable tragedy that affects countless lives. Shockingly, over ****20% of sexual harassment survivors and 10% respondents at work**** have considered suicide, underscoring the urgent need for robust support systems and a safer environment in our workplaces.

Let's come together this month to foster open conversations, advocate for mental well-being, and ensure that every individual feels valued, supported, and protected. Your actions, whether through awareness, advocacy, or simply reaching out, can make a life-saving difference.

Highlights

- **Article: The Dos and Don'ts of Conducting a Fair Cross-Examination**
- **Poster of the Month**
- **Case Law - Punita Sodhi vs Union of India.**
- **Vlog on What is sexual harassment behaviour in an Office environment and what is NOT?**
- **Upcoming Events at CecureUs**



SUICIDE PREVENTION AWARENESS MONTH



Recent data highlights the critical need to address workplace harassment and its severe impact on mental health:

India : A 2023 survey by the National Commission for Women (NCW) found that around **25%** of workplace suicides in India were

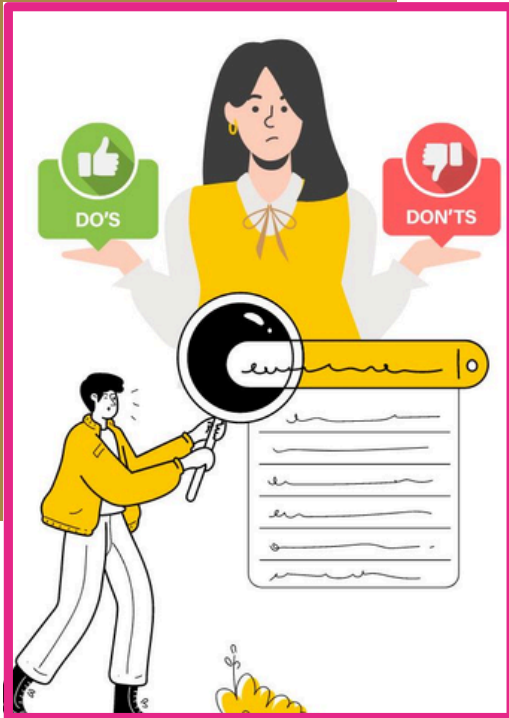
linked to sexual harassment and associated stress. Employees facing harassment reported a **40%** higher likelihood of severe depression and suicidal thoughts compared to their peers. The Indian Journal of Psychiatry (2022) also revealed a **30%** increase in suicidal ideation among those subjected to harassment, with a **50%** higher incidence of mental health crises in workplaces without robust harassment policies.

Global : According to a 2022 report by the International Labour Organization (ILO), approximately **15%** of workplace suicides globally are linked to harassment and bullying. The World Health Organization (WHO) reported that workers who experience harassment are up to **50%** more likely to develop mental health disorders, including depression and anxiety, which can significantly increase the risk of suicidal thoughts. A 2021 study published in the Journal of Occupational Health Psychology found that workplace harassment was a contributing factor in **20%** of global suicide cases among employees.

Addressing these issues through comprehensive training and support is crucial for preventing such tragedies. **Providing immediate counselling for both complainant and respondents in the cases of Sexual harassment is a good practice to prevent any hasty self harm.**



“The Dos and Don’ts of Conducting a Fair Cross-Examination”



Ready to navigate the complexities of workplace investigations with confidence? Our latest blog dives into the dos and don'ts of cross-examination, offering you practical tips to handle sensitive cases like a pro. Whether you're a complainant, respondent, or part of the internal committee, these insights will help you uncover the truth while maintaining fairness and respect.

Don't miss out—check out the full blog and elevate your approach!

[Click here to read more](#)

Respect is Non-Negotiable Support and Stand Up for Everyone



Poster of the Month

Respect is the foundation of a safe and inclusive community. Standing up for others ensures that everyone is treated with dignity and fairness, making respect a non-negotiable value.

[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?





Swaroop Raj, an Assistant Vice President at Genpact, tragically ended his life on December 18, 2018. He was accused of sexual harassment by two female employees, which led to his suspension pending an internal investigation. The case occurred in Noida, Uttar Pradesh, and falls under the jurisdiction of the District Court in Gautam Buddh Nagar, Uttar Pradesh.

Case : Swaroop Raj Vs Genpact

Overview of the case:

Swaroop's body was discovered by his wife, Kriti, at their Noida residence. Prior to his death, Swaroop left behind a suicide note addressed to his wife, wherein he professed his innocence regarding the sexual harassment allegations. He expressed his inability to bear the shame and judgment from others, even if proven innocent.

Legal Context and Company's Response:

Genpact, in response to the incident, stated that the suspension was in line with the company's policy under the Prevention of Sexual Harassment at Workplace Act (POSH). They emphasized that the suspension was temporary and meant to ensure a fair and unbiased investigation. The company also expressed its commitment to maintaining confidentiality and dignity for all parties involved in the inquiry.

Justification and Actions for Organizations:

The Genpact case highlights several crucial lessons for organizations, particularly in handling sensitive cases of workplace harassment:

1. **Confidentiality:** The importance of maintaining strict confidentiality during inquiries to protect all parties from public judgment and stigma cannot be overstated.

to be continued...



Case Law

2. **Fair Process:** It is vital for organizations to ensure that respondents are given a fair chance to present their case before any punitive action, such as suspension, is taken.
3. **Support Systems:** Providing emotional and psychological support to both complainants and respondents during inquiries can help mitigate the severe mental pressure that can arise from such situations.
4. **Natural Justice:** Organizations must ensure that the principles of natural justice are followed, allowing both parties to be heard and treated with fairness throughout the inquiry.
5. **Clear Communication:** Organizations need to clearly communicate their policies and procedures regarding harassment investigations to all employees. This transparency helps manage expectations and reduce misinformation.
6. **Training for Internal Committees (ICs):** IC members must be trained to handle sensitive cases with empathy and professionalism, ensuring that inquiries are conducted fairly and in line with legal requirements.
7. **Preventive Measures:** Implementing preventive measures, such as regular training on confidentiality and the principles of natural justice, can help ensure that both parties feel secure and respected throughout the process.

This case underscores the need for a balanced approach in handling sexual harassment complaints and highlights the potential consequences when processes are perceived as unfair or overly punitive.



What is sexual harassment behaviour in an Office environment and what is NOT?



Curious about what constitutes sexual harassment in the office and what doesn't? Understanding these distinctions is crucial for maintaining a respectful workplace. Check out this video to learn more about identifying and addressing inappropriate behavior versus acceptable interactions. Your awareness can make a difference!

[Click here to view](#)

What's New @CecureUs

Discover our new eLearning modules, designed just for you!

Dive into tailored content on **DEI** and the **Code of Conduct**, crafted to meet your specific needs.

Explore engaging lessons that make learning about diversity, equity, inclusion, and workplace standards both insightful and interactive.

Check it out now!

Upcoming Workshop

A workshop poster for 'Prevention of sexual harassment (PoSH) IC WORKSHOP'. The title is in large white and teal letters. Below the title, it says 'SEPTEMBER 19 & 20TH' and 'FROM 2.30 TO 5 PM'. Two circular portraits of speakers are shown: VASUNDHARA VEDULA (Lawyer & PoSH External member) and VIJI HARI (CEO, CecureUs, PoSH & DEI Expert). A teal banner at the bottom left says 'Course Agenda'. Below it is a list of topics with icons: 'How to stay compliant with PoSH law', 'Best practices for handling complaints', 'Investigation process and redressal', 'Case studies and scenarios for better understanding', 'Conducting periodical PoSH training for employees', and 'Updates on Organisational PoSH policy'. An illustration of two people at a computer is in the bottom right corner.

[Click here to register](#)

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Reach out to us for any queries
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