

# Safe Space Newsletter

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 CecureUs

Dec, 2024

## Amplifying Voices Against Violence

**December** is a pivotal month in our ongoing quest for equality, dignity, and safety for all. On **Human Rights Day (December 10)**, we reaffirm our commitment to upholding the fundamental rights and freedoms of every individual. It's a time to reflect, unite, and take decisive action against injustice.

This month also marks the annual **16 Days of Activism** for No Violence against Women and Children, running from **November 25 (International Day for the Elimination of Violence against Women)** to December 10 (Human Rights Day). This global campaign calls for collective action to end gender-based violence in all its forms.

Additionally, we commemorate the 11th anniversary of the **Posh Act, 2013 (December 9th)**, a landmark milestone in the fight for women's safety and empowerment.



Every statistic on gender-based violence is more than just a number—it represents a life, a story, and a ripple effect of pain that demands our attention and action. Yet, activism isn't confined to campaigns or protests. It's in the conversations we have, the choices we make, and the courage we show to challenge systems of inequality.

Let's make this a moment of transformation.

- Speak up against violence.
- Support survivors with empathy and action.
- Stand together for a safer, equitable world.

The journey might be long, but each step counts. Let us use this time not only to reflect but to commit ourselves to be the change we wish to see—a society where dignity, respect, and rights are universal and inviolable.

## Highlights

- **An article on PoSH Compliance**
- **Poster of the month**
- **Case law**
- **Vlog**
- **Cecureus Event details**



## “The Critical Role of a Dedicated POSH Email ID in your Organization”

Navigating PoSH compliance is essential for building a safe and inclusive workplace. This blog outlines practical steps to simplify compliance, from using centralized email IDs to maintaining secure document repositories.

Learn how transparency through visible IC details and efficient record management can boost trust and ensure legal adherence. Check out these strategies to strengthen your workplace culture and compliance efforts!

[Click here to read more](#)

## Festive Gifting



## Poster of the Month

Be mindful of workplace policies and respect diverse preferences when exchanging gifts this season.

[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?*



## A Call for Action: Workplace Harassment and Legal Obligations



**Case : Ruchika Singh Chhabra v. Air France India (2020)**

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

This case revolved around allegations of workplace sexual harassment under the framework of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH Act).

Ruchika Singh Chhabra, an employee of Air France India, filed a complaint against senior colleague, citing inappropriate behavior and harassment at the workplace. She alleged that the company failed to provide a safe working environment and did not handle her complaint in a timely or effective manner as mandated under the POSH Act.

Chhabra contended that the Internal Committee (IC) established under the POSH Act did not adhere to procedural requirements, thereby denying her justice. The primary issues in the case included the organization's failure to properly address the complaint, inadequacy in implementing POSH Act provisions, and the rights of the complainant to a fair and unbiased investigation.

.....**to be continued..**



# Case Laws

## Jurisdiction:

The court highlighted the importance of adhering to the provisions of the POSH Act to ensure a safe and equitable workplace for women. It noted that the failure of Air France India to follow due process under the Act undermined the complainant's rights and the legislative intent behind the POSH Act.

## Key observations by the court included:

- **Mandatory Compliance with the POSH Act:** Organizations are obligated to establish a compliant IC, conduct timely investigations, and provide a safe environment. Any deviation from these responsibilities is a violation of the law.
- **Fair Investigation Process:** The court emphasized that procedural fairness is essential in sexual harassment cases to protect both the complainant and the accused.
- **Employer's Responsibility:** The judgment underscored that employers have a non-negotiable duty to prevent harassment, address complaints sensitively, and foster a workplace culture of respect and dignity.

The court's decision reinforced the need for strict compliance with the POSH Act and served as a reminder to organizations about their legal and moral obligations to protect employees from harassment. The case also contributed to the growing discourse on workplace rights and the enforcement of anti-harassment laws in India.



Vlog



[Click here to view](#)

## How Complying and Preventing Sexual Harassment at workplace can actually save millions?

Creating a workplace free from sexual harassment not only fosters a positive environment but also enhances women's participation, boosts productivity, and drives organizational growth. On the other hand, neglecting this critical issue can harm workplace morale, increase attrition, damage your reputation, and result in costly legal battles.

Watch this insightful video by Ms. Viji Hari to learn how proactive compliance and prevention of workplace harassment can protect your organization and save millions!

## Panel Discussion On PoSH Annual Report Filing

The Prevention of Sexual Harassment Act requires organizations to submit an annual report outlining their efforts in creating a safe and inclusive workplace.

Join us for a free insightful discussion led by experts in the field, who will provide guidance and practical tips to help your organization navigate the annual reporting process effectively.

We look forward to your participation !

**CecureUs**

**PANEL DISCUSSION ON**  
**POSH Compliance & Annual report filing**  
**11 YEARS OF POSH LAW**

**Who can participate:** Internal Committee Members, Company Secretary, Legal & Compliance Department, Freelancing External members, HR personnel

**MODERATOR:**  
**Viji Hari**  
CEO CecureUs  
POSH & DEIB Expert

**PANELIST:**  
**Palak Jain**  
Assistant Registrar  
National Company Law Tribunal  
Cuttack Bench

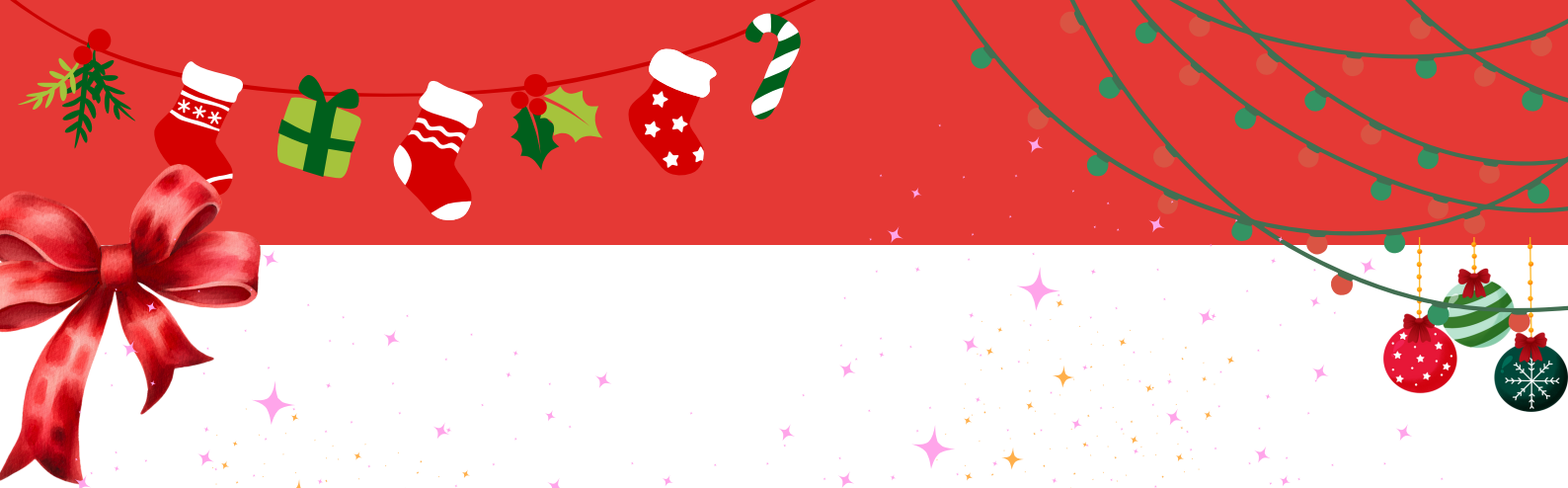
**PANELIST:**  
**Shiva Gaur**  
Advocate in the  
Rajasthan High Court  
NCLT, and DRT

**WEDNESDAY**  
11TH DEC 2024 **11 AM - 12 NOON**

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[Register here](#)

05/06



As the year draws to a close, we trust our collective efforts have ensured full compliance with the **POSH Act**.

We hope you're on track to submit your **Annual Report** to the district office by the first week of **January**.

From all of us at Team **CecureUs**, we wish you a joyful and festive **Christmas, and a New Year** filled with happiness, success, and exciting opportunities.

**Here's to a bright and prosperous 2025!** 🎄

**2025**



06/06

Reach out to us for any queries  
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