

Safe Space Newsletter

www.CecureUs.com



Jan, 2025



Highlights

- An article on "POSH Cases in Factories: Are Departmental Inquiries Required?"
- Poster of the Month
- Case Law
- Interactive Section - New addition
- Vlog
- Upcoming Event at CecureUs

Kickstarting 2025 with Positivity and Compliance

As we step into 2025, we extend our warmest wishes for a prosperous and successful year ahead! May this year bring growth, positivity, and a strengthened commitment to creating safe and inclusive workplaces.

We would like to remind you of the importance of filing your PoSH Annual Report for the previous year. Compliance plays a vital role in fostering a workplace culture rooted in safety and respect.

Let's work together to ensure the report is completed and submitted on time. Here's to a year of progress, awareness, and impactful change!

Wishing You a Happy and Prosperous New Year!



Key Highlights of 2024

At CecureUs, we've delivered over 674 training sessions across 220 organizations, impacting 33,700 employees and IC members throughout India and globally.

Highlights from Our Training Initiatives:

- 558 Awareness Sessions: Covering POSH, DEI, EAP, and COC.
- 89 IC Capacity-Building Programs: Empowering Internal Committees.
- 27 Leadership PoSH Programs: Targeted at managers and team leads.
- 84+ POSH Cases Handled: Ensuring prompt resolutions.
- 200+ Mental Health Counseling Sessions: Supporting employee well-being.

Expanded Services - We're excited to introduce:

- Code of Conduct Training and Incident Handling
- Financial Wellness Programs
- Women Aspirational Series
- DEI Hiring and Audits
- New E-Learning Modules: DEI, COC, and multilingual POSH options.

A Heartfelt Thanks

To our dedicated team, subject matter experts, and psychologists for their invaluable contributions, making our offerings engaging, thoughtful, and impactful. At CecureUs, we believe in not merely a compliance requirement; it is a commitment to creating a safe and inclusive environment for all employees.

Gratitude to Our Clients

A big thank you to all our clients for placing your trust in us. Your feedback on our [Google reviews](#) has been overwhelming, and we truly appreciate your patronage and word-of-mouth referrals.

Together, we are making strides toward safer workplaces!

Warm regards,

Viji Hari - Founder CecureUs

02/08





POSH CASES IN FACTORIES
Are Departmental Inquiries Required?



POSH Cases in Factories: Are Departmental Inquiries Required?

Explore the nuances of handling PoSH cases in factories, including the crucial role of Internal Committees (IC) and the circumstances requiring departmental inquiries. This blog delves into judicial interpretations, the influence of service rules on disciplinary actions, and best practices for aligning PoSH compliance with internal frameworks. Gain actionable insights to create a safer and more compliant workplace.

[Click here to read more](#)

A NEW YEAR REMINDER: EVERY VOICE MATTERS

Foster Inclusion - Support Diverse Voices



Speak Up! If you Witness or Experience Sexual Harassment.



Seek Support! Reach out to HR, IC or your trusted friend or Colleague.



Together, let's create a workplace where everyone feels safe, valued, and heard.

INSERT LOGO

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

Poster of the Month

A powerful reminder of inclusivity and respect, inspiring us to foster a safe, collaborative workplace. Check it out to embrace the spirit of unity this year!

[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?

Redefining Workplace and ICC Compliance under the PoSH Act



In this landmark judgment, the Bombay High Court addressed critical procedural lapses under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (PoSH Act).

Case : Jaya Kodate v. Rashtrasant Tukdoji Maharaj, Nagpur University, 2014

Overview of the case :

Jaya Kodate, an Assistant Professor, alleged workplace sexual harassment and challenged her retaliatory transfer orders. She also contested the improper

constitution of the Internal Complaints Committee (ICC), arguing that the ICC's inclusion of members from a junior college was inappropriate since senior and junior colleges operated as separate entities.

Court Findings and Judgment

1. Improper ICC Composition:

- The ICC did not include an external member with legal expertise or experience in social work, violating the PoSH Act's requirements.

2. Unified Report:

- The ICC members failed to collaborate and deliberate collectively, submitting separate reports instead of a unified report, which is mandatory under Section 13 of the PoSH Act.

3. Quorum:

- The court emphasized the need for a quorum of three members, as prescribed under the law, to maintain procedural integrity in all cases.

4. Definition of Workplace:

- The court upheld the shared ICC for the junior and senior colleges, recognizing their shared premises, facilities, and overlapping interactions, aligning with the broad definition of 'workplace' under the PoSH Act.



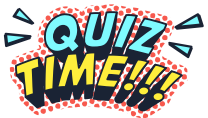
5. Employer's Responsibility:

The court reiterated that employers are responsible for ensuring the ICC's proper constitution, functioning, and compliance with procedural requirements to uphold the PoSH Act's objectives.

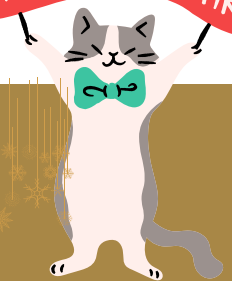
Conclusion

The court declared the ICC's separate reports as non-compliant with Section 13 of the PoSH Act, emphasizing the need for a unified report to maintain procedural integrity. It highlighted that the ICC's improper composition and failure to meet quorum requirements undermined the effectiveness of the complaint redressal process.

This case serves as a significant precedent, reinforcing the importance of adherence to the PoSH Act in ensuring fair and effective resolution of workplace sexual harassment complaints.



1. True or False: Do you think that this case primarily dealt with the issue of non-compliance with the PoSH Act, specifically regarding the constitution of the Internal Complaints Committee (ICC)?
2. In this case, the university was found to have failed to include a(n) _____ member in the Internal Complaints Committee (ICC), as required by the PoSH Act.

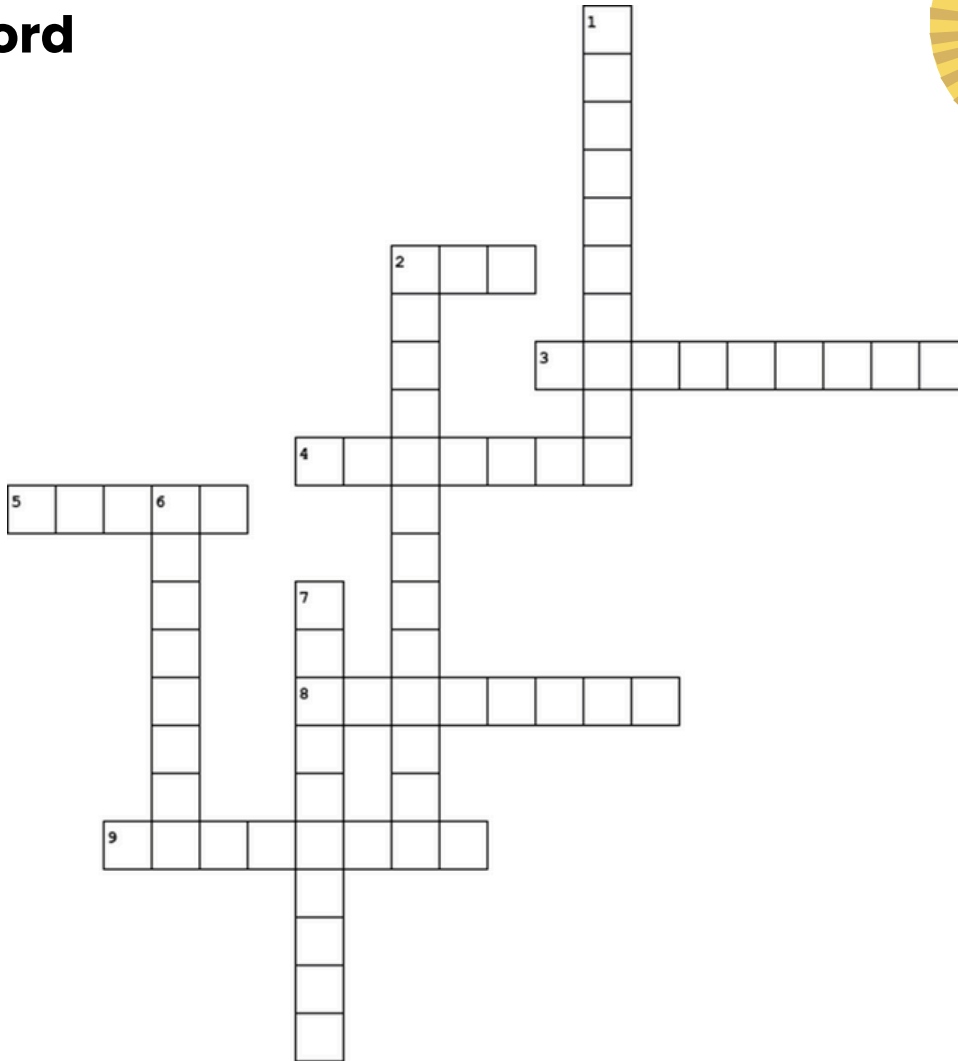




Check your Understanding



Crossword



Across

- 2. This committee is responsible for investigating complaints of sexual harassment in the workplace (3 letters).
- 3. The act of notifying a harassment or mistreatment (9 letters).
- 4. An incident where someone is subjected to unwelcome sexual advances (7 letters).
- 5. (Months) The time limit for filing a complaint under the PoSH Act (5 letters).
- 8. The mandatory member required in the Internal Complaints Committee (ICC) (8 letters).
- 9. A workplace tool used to educate employees about the PoSH Act (8 letters).

Down

- 1. A legal term for an unwanted verbal or physical act of a sexual nature (10 letters).
- 2. The process of resolving a complaint in an unbiased and fair manner (13 letters).
- 6. The person or organization that is required to comply with the PoSH Act (8 letters).
- 7. A key part of the PoSH Act, requiring organizations to take action to prevent harassment (10 letters).

Answers in last page.

06/08



HAPPY NEW YEAR!

Vlog

PoSH E-Learning Module



Take a moment to check out this brief video clip, offering a sneak peek into the eLearning module by Cecureus. Designed to be completed in just 40 minutes, it's an efficient training tool perfect for large organizations with a vast workforce. The module ensures consistent delivery of key content, while also helping with proper record-keeping and compliance tracking. It's a valuable resource for educating employees and maintaining organizational standards.

[Click here to view](#)

Upcoming workshop

We are thrilled to invite you to our upcoming webinar on "Code of Conduct". This engaging online event aims to provide valuable insights into the importance of maintaining a strong code of conduct and its impact on creating a harmonious workplace culture.



Date: January 24th, 2024

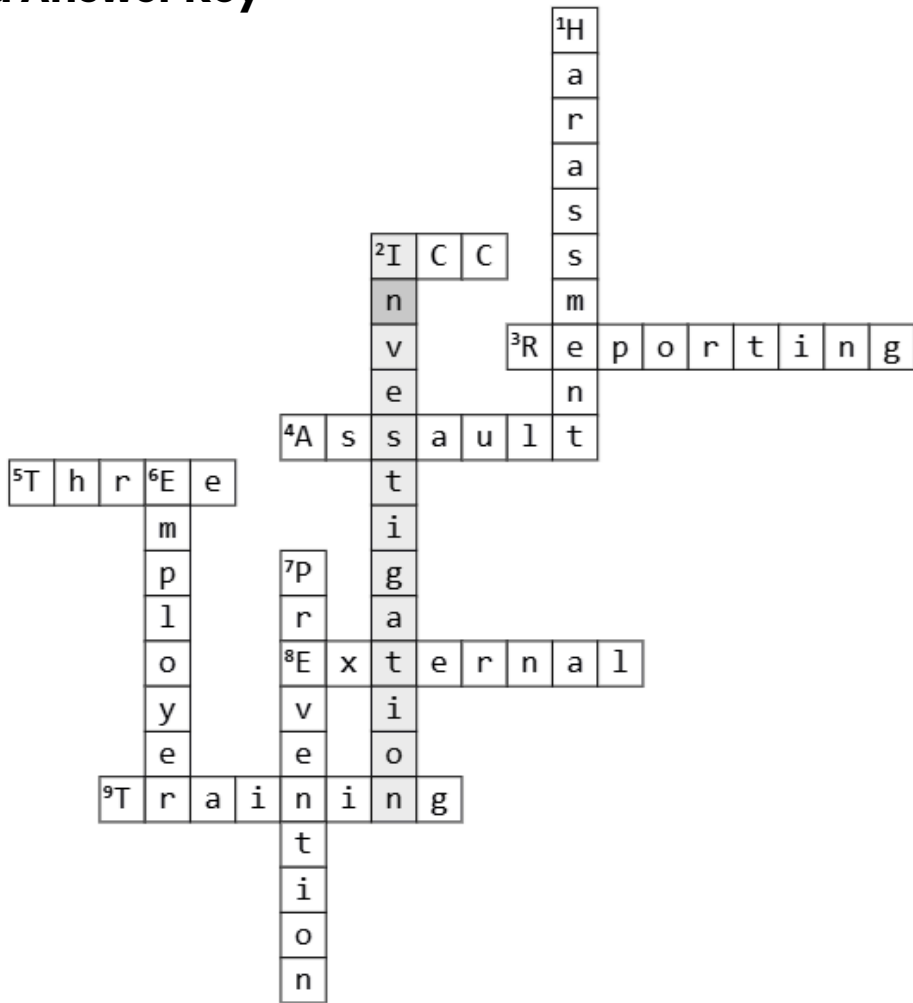
Time: 11:00 AM to 12 Noon

[Register here](#)

07/08

Reach out to us for any queries
connect@cecureus.com

CrossWord Answer Key



Quiz time, answers

- 1) True
- 2) External

Reach out to us for any queries
connect@cecureus.com

08/08

Reach out to us for any queries
connect@cecureus.com