

# For a **Secure** and **Harmonious** Workplace



 **CecureUs**

# Why should you choose CecureUs?

**For a workplace that allows an individual the space to be fearless, confident, secure and harmonious**

**CecureUs** is a team of like-minded individuals striving to become the change we wish to see in the corporates across the country.

We believe that **PoSH**(Prevention of Sexual Harassment), **I&D** (Inclusion and Diversity) and **EAP**(Employee Assistance Program) are interlinked and integral to build strong and lasting foundations of a workplace that exudes an atmosphere of safety, fearlessness and security, true to its Latin namesake, *Securus*.



**180+**  
Clients  
trained



**75,000+**  
Employees  
trained



**Strong  
Network**  
of Senior Consultants  
and Counsellors



**Pan-India**  
Presence of  
Experts & Trainers



# How CecureUs can help you?



## PoSH

PREVENTION OF  
SEXUAL HARASSMENT

- ✓ End-to-End Compliance
- ✓ e-Learning Courses



## EAP

EMPLOYEE ASSISTANCE  
PROGRAM

- ✓ Counselling Support
- ✓ Wellness Workshops



## I&D

INCLUSION  
& DIVERSITY

- ✓ Gender, Generation, Allyship, Ability,  
Regional & Bias Sensitization
- ✓ Workshops & Consulting
- ✓ Communication Design

# Prevention of Sexual Harassment

**SAY NO TO SEXUAL HARASSMENT  
AS YOUR WORK DNA**

At CecureUs, we help you:

Learn, apply and measure our tried, tested and proven solutions to be PoSHcompliant

Create an empowered work culture that leads to a secure and harmonious workplace

Transform your workplace, and create an open culture that encourages respect and speaking out

Save millions by becoming compliant and preventing harassment



# PoSH Offerings



Policy Design  
& Review



E-Learning  
for Employees  
and Managers



3rd Party/  
External  
Member for  
Case Inquiries



Workshops  
and surveys  
for all levels  
of Employees



Self Awareness  
Book  
(BCC: Behind  
Closed Cubicles)

## Key Programs

### FOR EMPLOYEES / MANAGERS/ LEADERS

Result-oriented, **multi-lingual** and **highly interactive** workshops. Powerful techniques like role play, theatre-based activities and gamification are used. Our employee pulse check helps assess the organisation culture.

- **Educate** teams about the nuances and seriousness of PoSH
- **Equip** managers with much-needed empathy
- **Empower** teams to speak up and say No

### FOR YOUR TRAINERS

Our intensive training programs will transform your trainers into **PoSH experts**

- **Equip** your trainers to break the taboo around sexual harassment, to help them embolden employees against occurrences
- **Enable** your trainers to steer the organization away from misconceived notions around PoSH laws and procedures

### FOR YOUR INTERNAL COMMITTEE

Our training programs cover preventive measures, role plays and case laws and are packed with **real-life scenarios**.

- **Educate** your IC members to develop an unbiased attitude to inquire complaints / cases
- **Enhance** your IC members' capabilities to clearly grasp their responsibilities
- **Equip** your IC members to handle incidents better

### POSHAUDITS AND END-TO-END COMPLIANCE

From drawing up the policies to ensuring that your organization is **100% compliant** with the PoSH laws, we guarantee you a hassle-free implementation of end-to-end compliance.

We also help with Audits of your PoSH practices and policies

### THIRD PARTY EMPANELMENT

Our third-party experts / external IC Members bring in **15+ years of experience with legal, counselling, NGO background**.

If you are looking to hire third party experts / external IC members to handle PoSH complaints and inquiries, we offer annuity packages and case-to-case handling

### E-LEARNING COURSES

Available in **multiple languages**, **flexible delivery models** including a SCORM package, **Gamified** and **Instructor-led versions**. Our curated course content is highly engaging and interactive

- **Customizable content** based on your business needs
- **Graded assessment & certification**
- **Multi-device compatibility** for easy consumption
- **Flexible pricing models** for licensed subscription or full purchase

# Inclusion, Diversity and Equity

**INCLUSIVE DIVERSITY IS THE NEED OF THE HOUR**

**At CecureUs, we help you:**

Go beyond diversity numbers and become truly inclusive

Embrace an increasingly diverse talent pool

Satisfy your diverse customer base

Increase productivity, innovation and creativity

**Break the biases and make inclusive diversity a part of your organization's DNA, to unleash the power of a unified workforce**



# I&D Offerings



## DIAGNOSTIC STUDY & ROADMAP

- Using checklists and focused discussions, analyse and study **policies, processes** with an inclusion lens
- Create a solid **goal-oriented roadmap** with vision, mission for 3-to-5-year goals
- Setup I&D offices with SMART goals



## I&D AUDIT

We assess your organization's **I&D index** with customized surveys, targeting the different diverse groups of your organization, helping you identify the **relevant target groups** that need to be focused on



## EMPLOYEE COMMUNICATION

- Design themed corporate communications with Inclusion themes
- Design books, brochures, flyers, badges to drive your communications

## Workshops



Demystifying I&D



Ageism at Workplace



LGBTQ+ Allyship



Ability Inclusion



Gender Sensitivity



Women's Aspirations



Racial Equality



Respectful Communication



Empathy and Active Listening



Breaking Biases



Intersectionality



Inclusive Hiring

# Employee Assistance Program

**BEING MINDFUL OF YOUR EMPLOYEES' ALL-ROUND WELLBEING MAKES YOUR EMPLOYEES MORE MINDFUL OF YOUR ORGANIZATION**

At CecureUs, we help you:

Enforce a strong support system for your employees' physical and mental well-being

Enable easy access to solutions, guidance and counselling for your employees

Empower your employees to brave their unique challenges in a judgment free manner

**Elevate your employees' health and happiness to increase productivity and reduce absenteeism/attrition**



# EAP Offerings

## EMPLOYEE THERAPY AND COUNSELLING SUPPORT

Our experienced counsellors and therapists use proven evidence-based techniques to lead to happier employees, by making them better prepared to focus and balance their work life and personal life

Our holistic **wellness portal** helps your employees educate themselves on such issues, seek professional help, and measure their progress



Curated Blogs



Expert Talks



Assessments



Appointments  
with  
Counsellors

### WE HELP YOUR EMPLOYEES TACKLE ISSUES LIKE

*Addiction | Anxiety | Stress | Depression | Suicidal thoughts  
Bereavement | Relationship issues | ADHD | OCD and more*

<https://eap.cecureus.com>

## Wellness Workshops



Emotional  
Wellness



Covid  
Response



Mindfulness



Work-life  
Balance



Stress  
Management



Fitness



Resilience



Managing  
Relationships



Self-Development

ART | MUSIC | DANCE | LAUGHTER | THEATRE | GAME-BASED WORKSHOPS |  
FITNESS SESSIONS | YOGA SERIES | FINANCIAL PLANNING | HEALTH AND  
HYGIENE | and much more...

# You're in good company

Manufacturing	IT & IES	BFSI	Healthcare	Real Estate	Logistics and Supply	Pharmaceuticals and Labs

## TESTIMONIALS



"A sensitive subject yet put across in a subtle way making employees understand the thin line between 'harassment' and 'sexual harassment'. I recommend CecureUs to corporates looking to set up their POSH policy/committee and training their employees."

**Uma Keshav**  
General Manager  
Finance and Legal  
Toyota Connected India



"Viji has great passion for Diversity, Equity, Inclusion and Belonging. We recently signed up CecureUsto conduct DEIB trainings. Viji was easy to work with and presents with great passion and knowledge on the subjects. I would highly encourage your company to work with CecureUs."

**Craig Soelberg**  
Senior HR Manager  
Chargebee



"We have been associated with CecureUsfor enhancing the Anti Sexual Harassment policy, including training of our employees, managers & the IC members. Their expertise in this area is exceptional and have provided great support."

**Kumar Rajagopalan**  
Vice President  
India Operations  
DISYS India

## LET'S CONNECT



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