

# SAFE SPACE NEWSLETTER

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April Edition, 2024



## Highlights

- Article: Breaking Barriers for IC, HR
- Poster of the Month
- Case Law
- Vlog on "Jurisdiction of Internal Committee"
- Upcoming Events at CecureUs



## Wishing You Joyous Festivities!

April month is the month of new start, new beginnings and new opportunities.

As we celebrate the diverse festivals of Ugadhi, Ramadan, and Baisakhi this month, we are reminded of the rich cultural tapestry that enriches our lives.

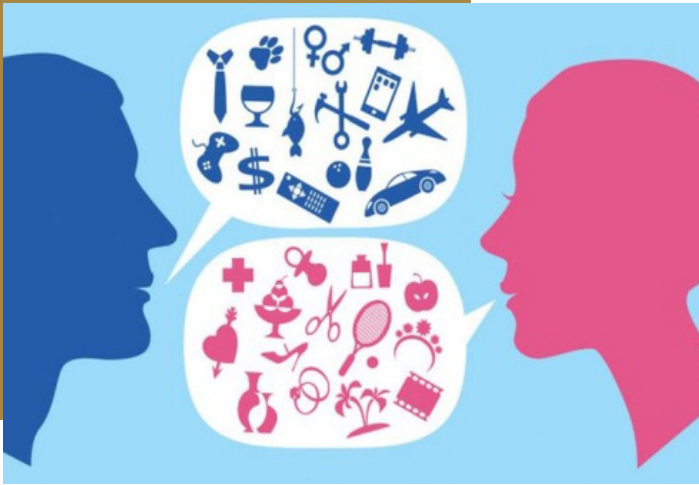
May these joyous occasions bring blessings, happiness, and prosperity to you and your loved ones.

Thought of the Month

**"Don't be ashamed of your story – it will inspire others."**

01/04

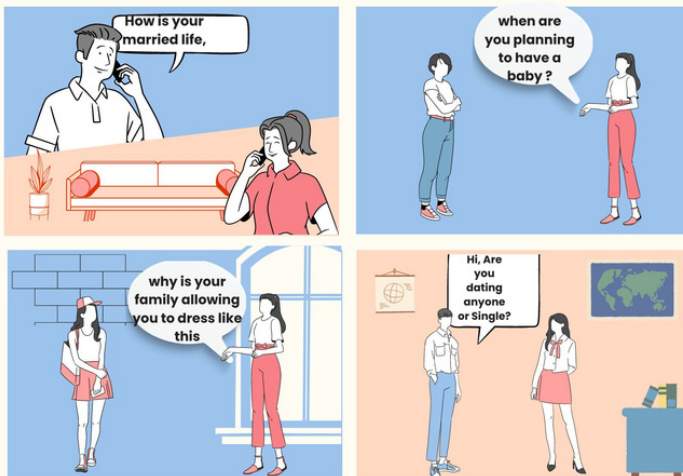
## “Breaking Barriers : Gender Stereotypes for Internal Committee and HR ”



[Click here to read more](#)

The launch of the handbook by the Supreme Court of India to combat gender stereotypes in legal proceedings is a crucial step towards promoting equality and justice. It emphasizes the need for individuals, including IC members, to be mindful of language and preconceptions that perpetuate stereotypes. This initiative underscores the importance of fostering inclusivity and impartiality in decision-making processes within workplaces.

### Understanding Workplace Boundaries: “The Impact of Personal Questions on Sexual Harassment”



Asking personal questions at the workplace is a form of verbal sexual harassment.  
AVOID PERSONAL QUESTIONS AT THE WORKPLACE.

**Don't do it!**  
**Don't put up with it!**



## Poster of the Month

Addressing verbal harassment, notably through personal inquiries at work, is crucial for fostering a culture of safety and respect. Recognizing and eradicating such behavior is key to promoting inclusivity in the workplace.

[Download the poster](#)

*Circulate this poster among your employees for awareness.*

*Let us know if you like us to create a poster on any specific theme?*



The case highlights the importance of safeguarding the rights of employees against workplace sexual harassment.

### **Case : Kamaljeet Kaur vs. Punjab and Sind Bank:**

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

This case revolves around allegations of sexual harassment against the respondent Bank. Kamaljeet Kaur, the petitioner, filed a complaint with the Internal Committee (IC) of the Bank, accusing her superior of inappropriate behavior and harassment. Despite filing the complaint, Kaur

faced retaliation and adverse actions from the Bank, leading her to approach the court for justice.

#### **Justification**

In this case, the Delhi High Court held that the employer must ensure that the Internal Committee is constituted and functions effectively, failing which it may be held liable for negligence.

The justification lies in the need for a fair and impartial investigation into the allegations, ensuring accountability for the accused, and providing a safe and respectful work environment for all employees.

This case underscores the importance of robust implementation of the Prevention of Sexual Harassment (POSH) Act and the need for organizations to take proactive measures to prevent and address instances of harassment in the workplace.

## Jurisdiction of PoSH Internal Committee



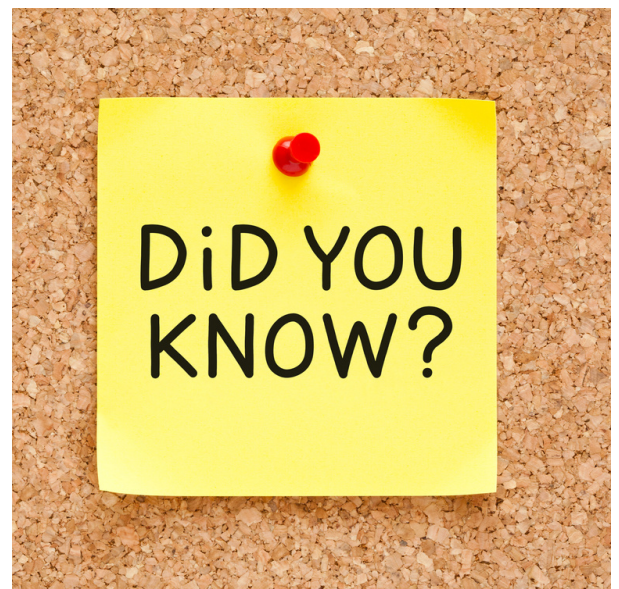
Discover the scope of the committee's authority, including when external parties should be engaged, and the legal standards dictating the appropriate handling of cases. Delve into the six distinct jurisdictions, considering variables like workplace dynamics, gender dynamics, severity of the incident, employee roles, and other relevant factors.

Dive into this video to understand these jurisdictions better.

[Click here to view](#)

## The Impact of Spreading Falsehoods on Sexual Harassment

Disseminating malicious gossip, spreading rumors, and propagating falsehoods can exacerbate the problem of sexual harassment and have serious consequences for both the victims and the workplace environment.



# Upcoming Event



Join us for Prevention of sexual harassment IC workshop.

## Topics covered include

- How to stay compliant with the PoSH law
- Best practices for handling complaints
- Case studies and Scenarios for better understanding
- Conducting periodical PoSH training for employees
- Updates on organizational PoSH Policy.

Early bird offer: Rs. 3000 + GST.



Mark the Date : **April 17th and 18th**



Time: **2:30 pm to 5:00 pm**

**Secure your Spot now!**

Don't miss out on the latest Cecureus event updates! [Click here](#) for more exciting news

05/05

Reach out to us for PoSH related queries to [connect@cecureus.com](mailto:connect@cecureus.com)