

Safe Space Newsletter

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Feb, 2025



Highlights

- An article on “ Love and Loyalty ”
- Poster of the Month
- Case Law
- Vlog on “12 Proven Practices for Preventing Workplace Harassment”
- Upcoming workshop

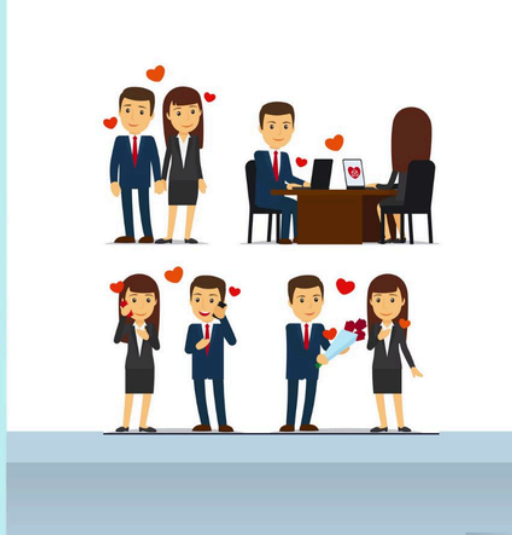
February Focus: Building Respectful Workplace Relationships

With Valentine’s Day around the corner, it’s the perfect time to reflect on workplace relationships and the importance of mutual respect and professionalism. While consensual relationships may occur, it’s essential to remain mindful of boundaries and adhere to workplace policies to ensure a safe and inclusive environment for everyone.

This month’s edition highlights practical tips on navigating relationships at work, understanding boundaries, and fostering a culture of respect and open communication. Together, let’s strengthen our commitment to creating a workplace where every individual feels valued and respected.

Dive into this month’s insights and let’s work towards building healthier workplace dynamics!

“Love and Loyalty: Navigating Romance in the Corporate Labyrinth on Valentine’s Day”



Discover the nuances of workplace romance in India's corporate world—its benefits, risks, and legal considerations. Learn from real-life corporate cases and understand how HR can navigate challenges professionally. Explore best practices to maintain a balanced and ethical work environment. A must-read for employees and employers to ensure professionalism while acknowledging workplace relationships.

[Click here to read more](#)

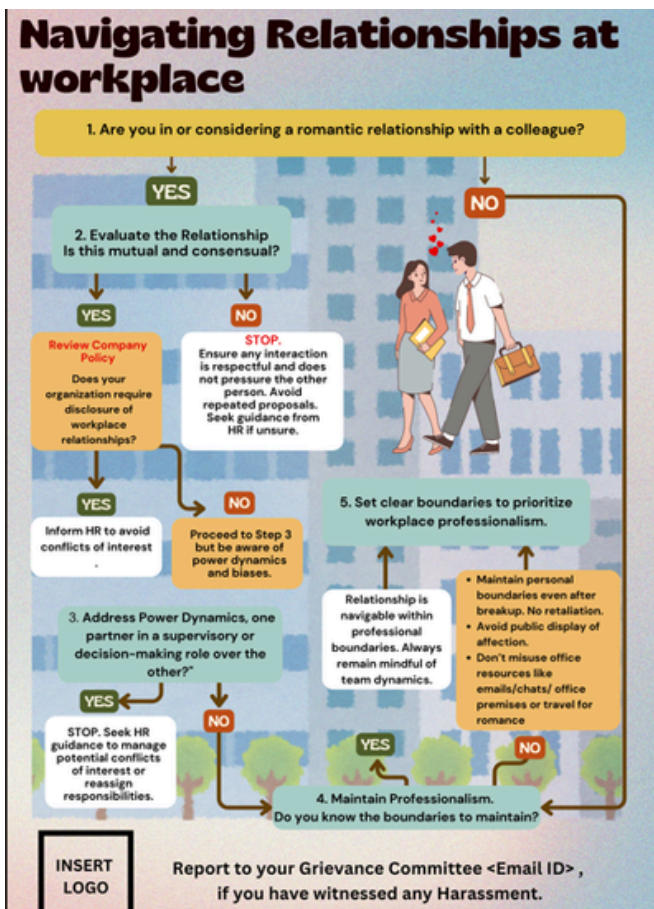
Poster of the Month

“Understand the stages of consensual relationships at work to maintain respect and boundaries. Awareness at each stage is crucial in fostering a safe, harassment-free workplace.”

[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?



Navigating the Complexities of Workplace Relationships: The Vikas Pandey Case



Overview of the case :

In 2015, Vikas Pandey, a senior executive at MNC, was involved in a consensual relationship with a junior employee. However, when the relationship ended, the employee began facing retaliation in the form of exclusion from important projects and negative performance reviews. The employee subsequently filed a complaint under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH Act), alleging that the actions of Vikas amounted to sexual harassment.

The Internal Committee investigated the matter and found that although the initial relationship was consensual, the retaliation faced by the employee constituted harassment. As a result, Vikas Pandey was dismissed, and the company took steps to revise its internal policies and increase awareness about workplace relationships.

Jurisdiction:

The case highlights the grey area between consensual relationships and harassment at the workplace. While relationships between employees can be consensual, issues arise when behavior becomes coercive or retaliatory after a breakup. The employer, under POSH laws, has the responsibility to ensure that any form of harassment, whether stemming from a consensual relationship or not, is addressed to maintain a safe and respectful environment. The case underscores the need for clear policies on workplace relationships, outlining acceptable behavior and procedures to prevent such conflicts.

12 Proven Practices for Preventing Workplace Harassment



Workplace sexual harassment prevention requires more than policies—it needs effective strategies. This video explores 12 industry best practices that have been tested and proven to create safer, more respectful workplaces. Gain actionable insights to strengthen your organization's approach.

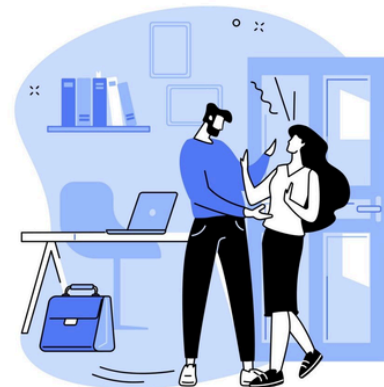
Watch now and take the next step toward a harassment-free workplace!

[Click here to view](#)

Upcoming workshop for IC members

This Compliance session aims to raise awareness about zero-tolerance for sexual harassment in the workplace, covering key POSH law concepts, procedures, and the importance of a respectful work environment. The training, facilitated by **Ms. Viji Hari**, Founder of CecureUs, is priced at **Rs. 4999** (all inclusive), with registration closing on February 20th, 2025.


PoSH IC Webinar
For Organization
Internal
Committee



[Register here](#)

Interactive Section



R-bombed or Cloaked? Let's Find Out!



Ever been left on read or ghosted after a great date?

Maybe you've pulled a disappearing act yourself?

Let's dive into the wild world of modern Gen-Z dating dynamics!

This month, we're decoding the mysteries of R-bombing and Cloaking!

[Click here](#)

Take our quick quiz to see where you stand in the Gen Z dating universe!

What's New @CecureUs

We're excited to introduce our newly launched **Business Code of Conduct (CoC) eLearning module**, developed using an innovative **mentor-approach methodology** that's making waves in the market. This module offers an **in-depth understanding of the Business Code of Conduct**, covering key areas like laws, policies, ethical behaviors, and professional responsibilities. It equips employees with the tools to recognize misconduct, adhere to ethical standards, and understand where to report concerns.

By fostering a culture of **integrity and accountability**, this course empowers teams to align with your organization's core values.

Take the first step towards building a workplace grounded in ethics and excellence—**explore our CoC module today!**

Check out details [here](#)

Reach out to us for any queries
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