

# SAFE SPACE NEWSLETTER

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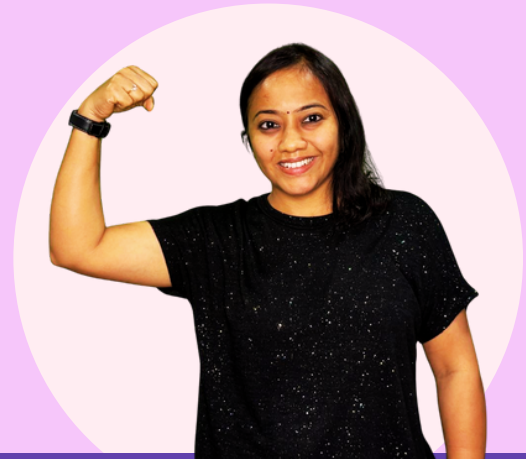
March Edition, 2025

## Newsletter Highlight

- An Article on Factors Prompting a Change in the Presiding Officer or an IC Member
- Poster of the Month
- Case Law
- Vlog : HR Role in Sexual Harassment Cases
- Fun learning space

CecureUs wishes....

*Happy  
Women's  
day*



**#Accelerate Action**

Let's make this Women's Day unforgettable—celebrating women, championing equality! This Women's Day, let's pledge to take action, create impact, and drive true equity throughout the year!

01/05

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"Accelerate Action, Empower Change – The Time is Now!"

"Break Barriers, Drive Progress – Let's Move Forward Together!"

## Factors Prompting a Change in the Presiding Officer or an IC Member

Discover why evaluating and refreshing IC leadership is crucial for maintaining a strong, unbiased, and effective workplace harassment committee. Learn how limited bandwidth, long tenures, and performance gaps impact IC efficiency. Understand the importance of innovation, behavioral standards, and team dynamics in fostering a safe and inclusive workplace. Stay proactive in ensuring your IC remains equipped to handle challenges and uphold integrity.



[Click here to read more](#)

**Reflect**

- Recognize inappropriate behavior.
- Understand the impact, not just intent.

**Respond**

- Speak up
- Report incidents
- Support those affected.

**Accelerate Action**

- Drive change.
- Ensure accountability.
- Foster a safe workplace.

This historical month, let's commit to action!

**Reflect on biases, Respond to injustice, and Accelerate change for a safer, inclusive workplace for all.**

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

## Poster of the Month

**Breaking barriers, challenging norms, and driving change—let's accelerate action toward a world that is diverse, equitable, and inclusive!**

[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?*

## An overreach by the IC - The Kerala State Financial Enterprises (KSFE) case

A KSFE manager issued a performance-related memo to junior female employees, which later led to a sexual harassment complaint. The Internal Committee (IC) initiated an inquiry under the POSH Act, 2013.

### Case Overview :

The Kerala High Court ruled that the complaint did not meet the legal definition of sexual harassment under Section 2(n) of the POSH Act. It held that the IC overstepped its jurisdiction, leading to the dismissal of proceedings against the manager.



### Justification:

The judgment underscored the importance of ensuring that only cases that fit within the legal framework of sexual harassment should be taken up by the IC. While workplace grievances and power dynamics are valid concerns, they should not be misclassified as sexual harassment unless they meet the specific criteria under the POSH Act.

The Internal Committee (IC) has jurisdiction under the PoSH Law only if all five conditions are met:

- a. Is the complaint related to sexual harassment or another form of harassment?
- b. Did the last incident occur within the past 3 to 6 months?
- c. Did the incident take place at the workplace or arise out of workplace-related situations?
- d. Is the respondent an employee or contractor under the organization's control?
- e. Is the aggrieved person a woman?

If the answer is "Yes" to all five conditions, the IC has jurisdiction to proceed under the PoSH Law.

This case highlights the need for ICs to exercise caution, objectivity, and due diligence in handling complaints, ensuring that the POSH Act is upheld in both letter and spirit without overstepping legal boundaries.

# Interactive Section

## PoSH Bingo – Creating a Safe Workplace

Instructions: Mark off the behaviors you have witnessed, practiced, or experienced in the workplace. Aim for a full row, column, or diagonal for Bingo!

<input type="checkbox"/> Respectful communication	<input type="checkbox"/> Reported an Unsafe Situation	<input type="checkbox"/> Spoke Up Against Harassment	<input type="checkbox"/> Completed PoSH Training	<input type="checkbox"/> Encouraged a Colleague to Report
<input type="checkbox"/> Used Gender-Neutral Language	<input type="checkbox"/> Called Out an Inappropriate Joke	<input type="checkbox"/> Read the Company's PoSH Policy	<input type="checkbox"/> Know the forms of sexual harassment	<input type="checkbox"/> Acknowledged Someone's Personal Boundaries
<input type="checkbox"/> Provided a Safe Space for a Colleague to Share Concerns	<input type="checkbox"/> Avoided Gossip about Someone's Personal Life	<input type="checkbox"/> Know the email id of POSH IC committee	<input type="checkbox"/> Ensured a Safe Work Environment	<input type="checkbox"/> Know the names of PoSH IC Members

How many did you check off? Encourage a culture of respect, inclusivity, and safety!



## HR Role in Sexual Harassment Cases

Discover how HR can effectively handle workplace sexual harassment cases with precision, care, and accuracy to ensure a fair and compliant process. Learn key strategies from expert Viji Hari on responding to reports timely and correctly. Watch this video to gain valuable insights on managing sensitive cases with confidence!



[Click here to view](#)

A promotional poster for the CecureUs Awards. It features a gold trophy on the left. The text reads: "CECUREUS AWARDS FOR SAFE, INCLUSIVE AND HEALTHY WORKPLACE 2024-2025". Below this, it lists: "127 NOMINATIONS", "36 SHORTLISTED", and "20 WINNERS". The event details are: "Date: March 10th, 2025" and "Time: 4:00-4:30 pm". At the bottom, there are contact details: "7200500221", "connect@cecureus.com", and "www.cecureus.com".

**CECUREUS AWARDS FOR SAFE, INCLUSIVE AND HEALTHY WORKPLACE 2024-2025**

127 NOMINATIONS    36 SHORTLISTED    20 WINNERS

Join us for an unforgettable evening celebrating excellence at the CecureUs Awards 2024-2025!

Date: March 10th, 2025  
Time: 4:00-4:30 pm

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[Click here](#) to register your spot today.