

# Safe Space Newsletter

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## New Financial Year: Make Workplace Safety & Ethics a Year-Long Priority

As the new financial year begins, it's more than just numbers and targets—it's a chance to recommit to what truly matters: ethics, compliance, and a culture rooted in respect and accountability. Now is the ideal time for organizations to strengthen their PoSH (Prevention of Sexual Harassment) framework, refresh internal awareness, and realign teams around values that foster trust and inclusion.

This month's edition focuses on three crucial pillars:

- ◆ The power of witnesses
- ◆ Role of Managers as culture champions
- ◆ Building everyday integrity and respect

Let this be the moment your organization lays the foundation for a safer, stronger, and more inclusive workplace—throughout the year.

**Plan - Execute - Lead with purpose.**

## Highlights

- An article on "Who Saw What? Understanding Types of Witnesses in PoSH Inquiries"
- Poster of the Month
- Case Law
- Vlog on "Role of leaders and Managers"
- CecureUs Awards

## Who Saw What? Understanding Types of Witnesses in PoSH Inquiries



Understanding the role of witnesses in PoSH cases is crucial for fair and thorough inquiries.

This blog breaks down different types of witnesses, their impact, and what happens when there are no eyewitnesses. It also explores key legal precedents that emphasize the importance of a victim's testimony. Read on to strengthen your knowledge of PoSH inquiries and due process.

[Click here to read more](#)

**IT'S ~~JUST~~ NEVER A JOKE!**

Where Do We Draw the Line?

When does a joke become harassment?

Jokes are meant to be light-hearted, Mutual and Respectful. It is Enjoyed by all.

Draw the Line Here:

- If someone looks uncomfortable – **PAUSE.**
- If it relies on a stereotype – **STOP.**
- If it's personal or repeated – **RETHINK.**
- If it's about identity, body, or background – **DON'T JOKE.**

Let's build a workplace that's safe, respectful, and welcoming for all!

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

INSERT LOGO

Jokes based on someone's skin Colour, Gender, Age, Body etc.

Playing harmful Pranks as joke

Sexual remarks as a Joke

Online trolling and bullying in Social Media

## Poster of the Month

**"PoSH is never a joke—casual remarks, trolling, or jokes about sexual orientation and bullying, whether online or offline, are unacceptable and taken seriously".**

[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?*

## D.V. Apparao vs. V. Krishna Kumari (Andhra HC, 2005)



### Overview of the case :

The case D.V. Apparao vs. V. Krishna Kumari was heard by the Andhra Pradesh High Court in 2005, focusing on workplace harassment and the role of witness testimonies in PoSH (Prevention of Sexual Harassment) cases. V. Krishna Kumari, the complainant, accused D.V. Apparao of sexual harassment at the workplace. The Internal Complaints Committee (ICC) conducted an inquiry, and the case eventually reached the High Court for review.

One of the key aspects of the case was the **role of corroborative witnesses** who, despite not witnessing the act directly, testified about the complainant's distress and the accused's behavior patterns. The High Court analyzed the evidence and upheld the importance of witness statements in PoSH inquiries.

### Justification & Key Legal Takeaways

- **Natural Justice:** Internal inquiries must follow due process, ensuring the accused has a fair chance to defend. Arbitrary proceedings can render terminations invalid.
- **Employer's Authority:** Companies can conduct inquiries and take disciplinary action, but transparency and fairness are essential.
- **Judicial Oversight:** Courts can intervene if inquiries are biased or unfair, reinforcing the need for due process in workplace investigations.

This case reinforces that workplace harassment inquiries should not dismiss complaints simply due to a lack of direct witnesses. The ruling strengthened the legal position that victims' statements, supported by circumstantial and corroborative evidence, hold weight in sexual harassment cases.

### Match the workplace scenarios with the correct PoSH principle!

#### Scenarios:

- 1 A manager repeatedly comments on an employee's appearance, making them uncomfortable.
- 2 An employee shares an inappropriate joke in a team meeting, making others uneasy.
- 3 A colleague persistently asks for personal meetings despite being told no.
- 4 A team leader fairly investigates a sexual harassment complaint with confidentiality.
- 5 An employee witnesses harassment but chooses not to report it.

#### PoSH Principles:

- A. Consent Matters – No means No
- B. Inappropriate Conduct – Harassment is not a joke
- C. Bystander Responsibility – Speak up for a safer workplace
- D. Unwelcome Behavior – Even repeated compliments can be harassment
- E. Fair Redressal – Every complaint must be handled professionally

👉 Match the correct scenario to the right principle!



[Click here to view](#)

## When Managers Get It Wrong, Trust Breaks.

Many harassment cases are mishandled—not due to lack of policy, but poor managerial response. It's time to fix that.

🎯 This video breaks down 5 things every manager must do:

1. Set the right example
2. Listen and lookout for signs
3. Be approachable to create a safe space
4. Ensure awareness for the team
5. Escalate when needed

Safe workplaces start with smart, sensitive leadership.

**Watch now. Share it with your managers.**

## CecureUs Awards

A Big Thank You to Our Clients & Participants!

Your enthusiastic participation made the Safe Workplace Awards a grand success!

From groundbreaking initiatives to unwavering commitment, each nomination showcased a true dedication to fostering safe and inclusive workspaces.

Congratulations to all the winners across various categories!

Your efforts inspire and set new benchmarks in workplace safety.

Missed the event? Watch the virtual celebration now! [here](#)

You can download **Industry Best Practices on Safe, Inclusive and Harmonious Workplaces** [here](#)