

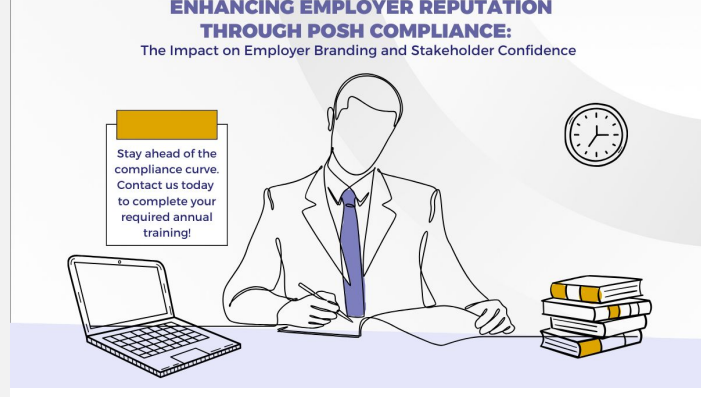
Anvay Insights – December 2024

Issue 3

In today's rapidly evolving landscape, we aim to provide you with timely updates, expert analysis, and practical tips.



The Legal Swan (TLS) Viewpoint



Enhancing Employer Reputation Through POSH Compliance: The Impact on Employer Branding and Stakeholder Confidence

In today's competitive business landscape, a company's reputation is one of its most valuable assets...

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Case Study on POSH Act:

Case Study on POSH Act: I love you but as a father...

The complainant alleged that the respondent persistently harassed her for months, attempting to coerce her...

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Ask us Anything

Can external member be an ex-employee?

Ideally, no. The employees who may be aware that this external member was an ex-employee may not find such a person neutral, perception wise.

Please feel free to write your query to connect@thelegalswan.com and we will try to answer that in our next edition.

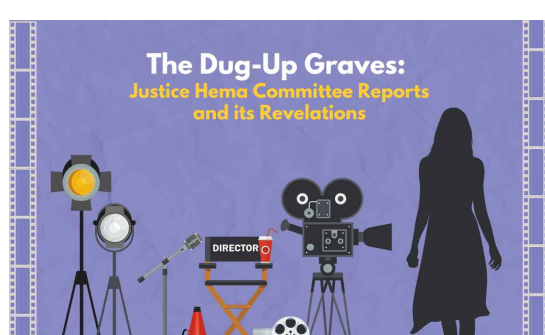
In the News



Punishment Fits the Crime: Wednesbury Principle and Proportionality in IC's Recommendations

Internal Committee ("IC") members are not only advised, but also trained, to follow doctrine of proportionality while...

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The Dug-Up Graves: Justice Hema Committee Reports and its Revelations

This year has not been kind to the Malayalam movie industry. The release of the justice Hema Committee...

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TLS Upcoming Programs

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FULL DAY IC TRAINING

Capacity building program for Internal Committee Members on POSH Law 2013

Pallavi Poswal

Psychologist, Trainer & External Member, CQO Specializing in POSH

Adv. Shivangi Prasad

Founder & Director, The Legal Swan

6th Dec, 2024

10AM to 5PM

Virtual

Capacity Building Program for Internal Committee Members on POSH Law, 2013 | 06 December 2024 | 10AM to 5PM

The program, designed for IC Members, will be carried out in a mixed format, including presentations, audio-visual aides, exercises and learning activities, spread over a duration of 7 hours.

[Click here to Register](#)

In the Courts



OLA is 'Employer' and not 'Intermediary': Karnataka HC Expands Definition of 'Employee' under POSH to Include Driver Subscribers and their Relationship with Cab Aggregators

Karnataka High Court held that OLA is not an intermediary portal for cab drivers to render their services...

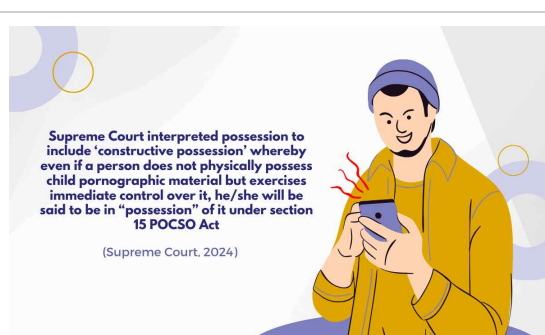
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Supreme Court on Employers Facing Allegations of Abetment to Suicide of Employees: Sentimental Ties Cannot be Equated with Professional Relationships

Supreme Court laid down certain guidelines for dealing with cases of abetment to suicide...

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SC Introduces Doctrine of Constructive Possession; Watching Child Pornography Now Falls under the Ambit of Section 15, POCSO

Supreme Court interpreted possession to also include 'constructive possession' whereby...

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Disproportionate Punishment of Indefinite Expulsion Will Result in "Academic Death": Bombay HC Reconsiders Punishment for Student Expelled on Grounds of Sexual Harassment

Bombay High Court upheld the expulsion of a law student, who had been held guilty of sexual harassment...

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Other TLS Updates

BCCI organised Workplace Summit 2024: Building Adaptive Organisations



The Workplace Summit 2024 hosted an insightful Panel Discussion: A Decade of the POSH Act – Is It Effective Enough?

Shivangi Prasad, Founder of The Legal Swan, participated as a panellist.

[Continue reading here for insights on the discussion!](#)

Who are We?



The Legal Swan

www.thelegalswan.com

At **The Legal Swan**, we are building blocks of workplace safety. Through **POSH at Work** (www.poshatwork.com) we provide 360° Solutions against Sexual Harassment and through **Respekt** (www.respekt.in) 360° Solutions for Diversity, Equity, Inclusion & Belonging. Through **Anvay** (www.anvayglobal.com) we aim to shape the global narrative around these subjects.

Follow Us On



Thank you for subscribing to Anvay Insights!

We hope you find the information useful as you work towards fostering respectful and inclusive workplaces. Please feel free to share your feedback or suggestions for future topics

on connect@thelegalswan.com.

Let's build blocks of workplace safety together!

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