

Anvay Insights – February 2025

Issue 5

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



The Legal Swan (TLS) Viewpoint



Trivialising SH through misguided terminology

Trivializing the Severity of Sexual Harassment through Misguided Terminology.

A couple of months ago, a participant in a prevention of sexual harassment at workplace training session threw a curveball at me...

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Ask us Anything

**I refused to give sexual favours.
Now I am being threatened because I said no.
Is this sexual harassment?**

Yes, any retaliation, threats, or detrimental treatment in the form of spreading rumours, being picked on in meetings, giving negative appraisal report or losing job for refusing sexual favours fall under sexual harassment.

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



Sexual Harassment in Higher Educational Institutions

Sexual Harassment in Higher Educational Institutions

Sexual harassment poses a significant challenge in higher education, impacting the social, emotional, and academic well-being of...

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Applicability of POSH Act on Gig Workers

Applicability of the POSH Act on Gig Workers

The gig economy is booming, reshaping how we think about work. But with this shift comes a critical question: Are gig workers protected under the POSH Act?

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TLS Upcoming Programs

NMIMS Bangalore Hosts Panel on Women's Workplace Rights

**Panel Discussion on
Human Rights of Women at Workplace**

Organised by
Center of Excellence in International Law & Human Rights, NMIMS Bangalore

8th Feb, 2025 **11AM Onwards**

Auditorium / Seminar Hall, NMIMS Bangalore

Speaker:

Adv. Divya R.
Chief Quality Officer,
The Legal Swan

Join NMIMS Bangalore's Center of Excellence in International Law & Human Rights for a compelling panel discussion on **'Human Rights of Women at Workplace,'** featuring **Adv. Divya R**, Chief Quality Officer at The Legal Swan. Happening on 8 Feb 2025 at 11am!

In the Courts

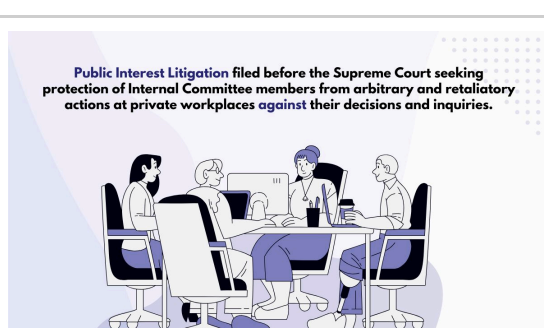


FIR containing allegations of heinous offences having a serious impact on society cannot be quashed even if parties reach a compromise.

A Torn Jacket Maybe Mended; But Child's Bruised Heart is Beyond Revival

The Supreme Court held that FIR containing allegations of heinous offences having a serious impact on society cannot be quashed, even if parties reach a compromise...

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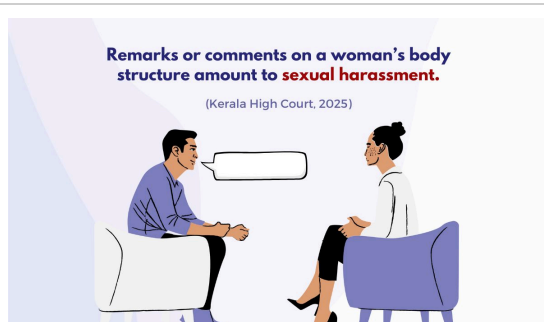


Public Interest Litigation filed before the Supreme Court seeking protection of Internal Committee members from arbitrary and retaliatory actions at private workplaces against their decisions and inquiries.

Supreme Court: Notice to Centre Seeking Response on Security Measures for Private Sector IC Members...

Petitioners filed a Public Interest Litigation before the Hon'ble Apex Court of India seeking protection of Internal Committee ("IC") members...

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Remarks or comments on a woman's body structure amount to sexual harassment. (Kerala High Court, 2025)

Kerala HC: Remarks on a Woman's Physique is Sexual Harassment

Recently, Kerala High Court passed a judgement whereby it added "remarks or comments on a woman's body structure" within the ambit of Section 354A(1)(iv)...

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Complainant is Definitely a "Concerned Party": SC Imposes Rs. 25000 on BSF for Omission to Adhere with Section 13 POSH Act

Supreme Court says Complainant is Definitely a "Concerned Party"

Supreme Court imposed a penalty of Rs. 25,000 on BSF for violation of Section 13 of the POSH Act...

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Other TLS Updates

Anvay Insights – Episode 5: Detailed Overview of Compliances under the POSH Law

ANVAY INSIGHTS Episode 5
Detailed Overview of Compliances under the POSH Law

24th Jan, 2025 **4PM - 5PM** **Virtual**

Speaker:

Adv. Vatsal Chorera
Chief Legal & Compliance Officer
- The Legal Swan

- Overview of all compliances under the POSH Law
- Key responsibilities and timelines for the IC
- How to draft and submit Annual Reports
- Steps to ensure your organization is audit-ready
- Practical tips for seamless implementation of all POSH compliances

Led by [Adv. Vatsal Chorera](#), the discussion included:

Mandates Under POSH Act & Rules
Compliances Checklist Under POSH Law
Components of Annual Report

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.

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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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