

Anvay Insights – January 2025

Issue 4

***Wishing you a bright and prosperous New Year 2025,
filled with joy, success, and new opportunities!***

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



The Legal Swan (TLS) Viewpoint



The Legal Swan wishes you and your family a
MERRY CHRISTMAS AND A NEW YEAR 2025
filled with joy, success, and meaningful impact!

Celebrate! Appreciate! Inspire!

Wishing you a bright and prosperous New Year 2025, filled with joy, success, and new opportunities!!

[View our message here!](#)

Ask us Anything

If the parties work out of a unit in one State and IC members work out of a unit from another State, should the parties travel to the location of the IC members for inquiries?

Inquiries may be conducted through video conferencing.

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



Newsflash: SC's Directions on Nationwide POSH Survey

While monitoring the implementation of its directions, given in the case of Aureliano Fernandes v. State of Goa ...

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Key Highlights of India's New Criminal Laws

India's new criminal laws represent a transformative step toward building a justice system that is more accessible, efficient, and inclusive...

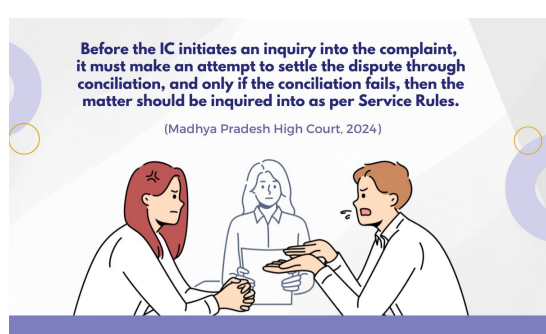
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TLS Upcoming Programs



Stay Tuned!

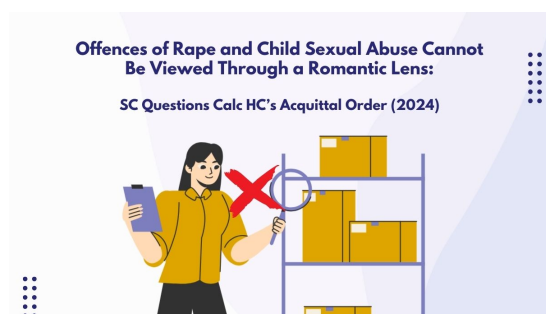
In the Courts



Conciliation is Must Before an Inquiry: Madhya Pradesh HC on the Mandatory Nature of Section 10 POSH Act

Madhya Pradesh High Court held that it is mandatory for Internal Committee to try and resolve the dispute between parties involved in POSH...

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Offences of Rape and Child Sexual Abuse Cannot Be Viewed Through a Romantic Lens: SC Questions Calc HC's Acquittal Order

Recently, the Indian Apex Court set aside an acquittal order of Calcutta High Court where the learned Division Bench had treated the adult accused's physical...

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United States District Court, District of Nevada: Music has boundaries, at least in the workplace

Allowing music to be played in the workplace on the face of it may not look like an act, which can cause a workplace to be hostile, however, allowing music that...

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Ontario Supreme Court on Representative Plaintiffs and Honorarium in class action related Sexual Harassment

The class action was brought by the Appellant X, a student at the Respondent Y's ballet school, where Bruce Monk was employed as an instructor and a photographer...

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Court of King's Bench of Alberta, 2023 on Recognising Harassment as an Actionable Claim

In one of its kind rulings in Canada, contrary to the law laid down in Ontario on harassment as a tort, a Judge in Alberta laid down a test to...

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Other TLS Updates

Anvay Insights – Episode 4:

Understanding provisions under the New Criminal Laws in the context of Women

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ANVAY
INSIGHTS

Episode 4

Understanding provisions
under the New Criminal Laws
in the context of Women

 **Speaker:**

Anubha Rastogi
Independent Lawyer,
Bombay High Court

 **20 December,
2024 (Friday)**

 **4PM to
5PM**

 **Virtual
(MS Teams)**

**What does the
discussion include?**

 Women Safety under
New Criminal Laws

 Registering FIRs in
rape cases

 Police and hospital
protocols in rape cases

 Everything one needs to
know about rape kits

 Supporting survivors

 Organizations'
responsibilities to
survivors' reporting

Led by Anubha Rastogi, the discussion included:

1. Women safety under New Criminal Laws
2. Registering FIR in rape cases
3. Police and Hospital protocols in rape cases
4. All about rape kits
5. Supporting survivors
6. Organizations' responsibilities to survivors' reporting

Who are We?



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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