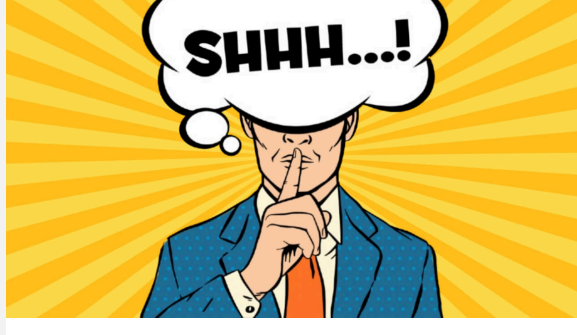


Anvay Insights – April 2025

Issue 7

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

The Legal Swan (TLS) Viewpoint



Come on, No one will know!

This year, I saw complaints where Respondents asked the Complainants "Can you lift your top for me?" "Can you leave your camera on while you change?" and "Turn your camera, I want to see you properly."

[Continue reading here](#)

Ask us Anything

If a person was sexually harassed only once, can they file a complaint?

Yes, one can complain if they've experienced sexual harassment of any nature, whether only once, twice, or repeatedly. Filing a complaint is a choice that can be exercised by anyone regardless of the frequency.

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

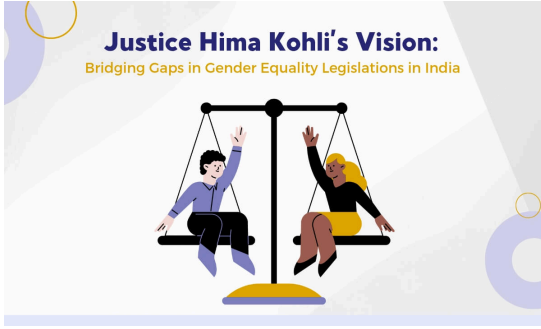
In the News



Facebook Friend Request from Police

In yet another news that made netizens sceptical of the law enforcement, the Bombay High Court chastised a police officer for sending a friend request on Facebook to a female Complainant...

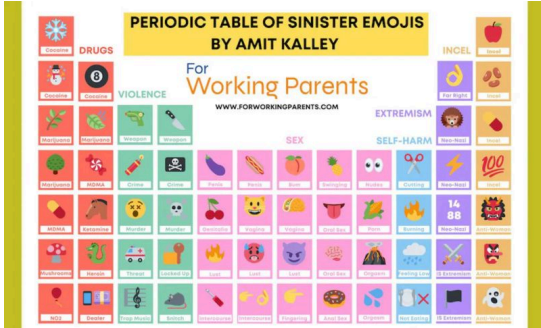
[Continue reading here](#)



Retd. Supreme Court Justice Hima Kohli's Vision: Bridging Gaps in Gender Equality Legislations in India

Justice Kohli addressed the critical issue of online harassment during her keynote speech at Anvay. She highlighted that as technology...

[Continue reading here](#)



Confused about GenZ language and Emoji Code?

One of the wildest things that we recently came across is the "Periodic Table of Sinister Emojis..."

[Continue reading here](#)

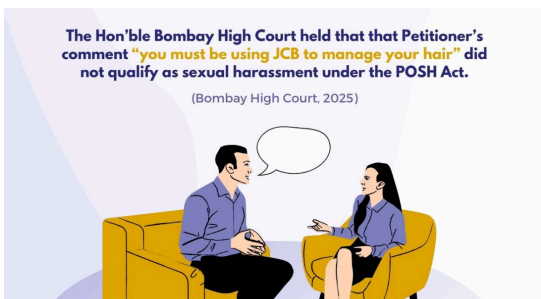
TLS Upcoming Programs

Strategizing POSH Compliance for Effective Implementation

Join us as **Adv. Shivangi Prasad**, Founder & Director of The Legal Swan helps you decode POSH Compliance. Write to us at connect@thelegalswan.com to register for more details!

[Contact Us](#)

In the Courts



Bombay HC: Comments on JCB to manage Hair Not Sexual Harassment

The Hon'ble Bombay High Court held that that Petitioner's comment "you must be using JCB to manage your hair" did not qualify as sexual harassment under the POSH Act. Curious about how to dissect this order?

[Continue reading here](#)



Revisiting Vishaka v. State of Rajasthan

In the landmark judgement of Vishaka v. State of Rajasthan, the Supreme Court laid down the Vishaka guidelines that resulted in formulation the POSH Act...

[Continue reading here](#)



Delhi HC on Women's Safety in Public Transport

Delhi High Court dismissed a revision petition after hearing of the crass incident where the Petitioner sexually assaulted the Complainant in public...

[Continue reading here](#)



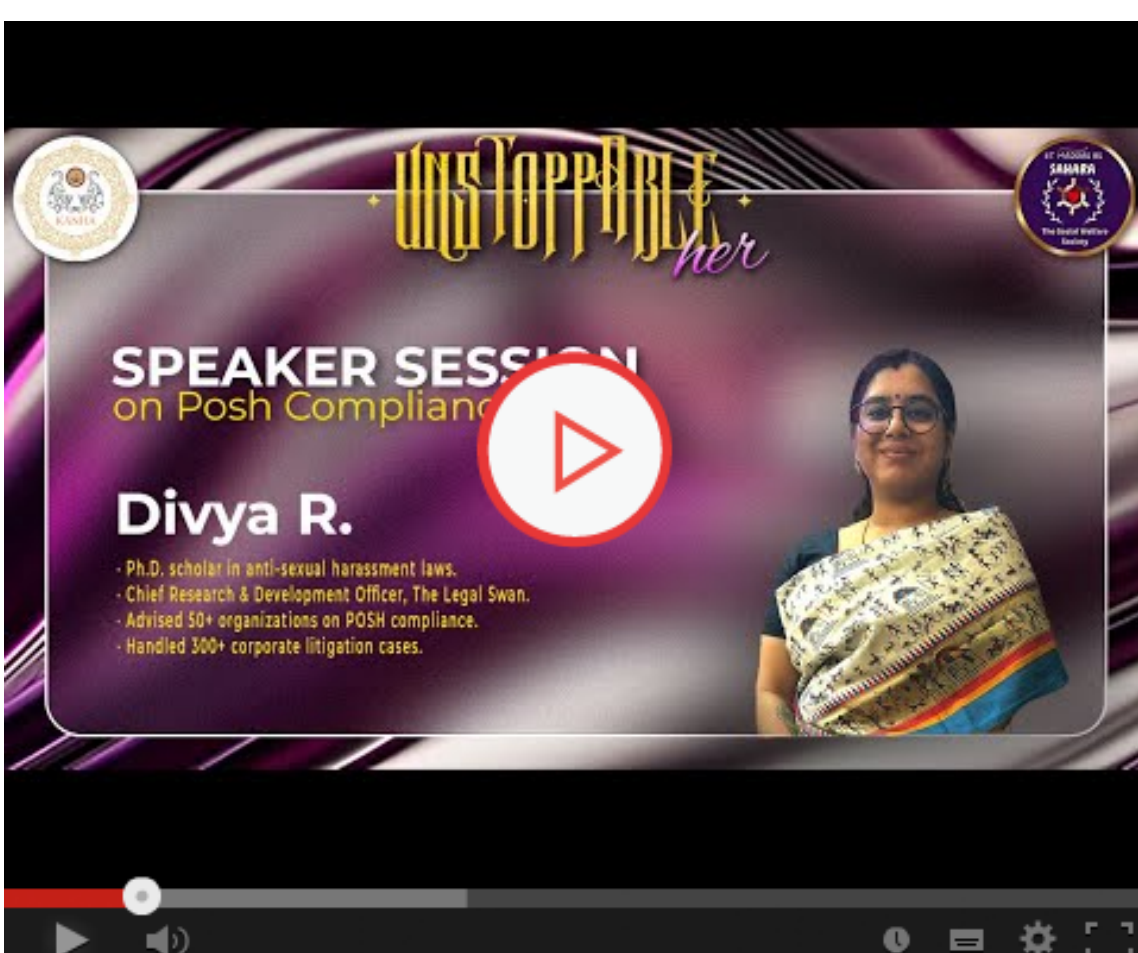
Madras HC on Gender Sensitization Programmes under POSH

In this interesting judgement, the Madras High Court analysed three petitions and highlighted the failure of POSH implementation at institutional levels...

[Continue reading here](#)

Other TLS Updates

Celebrating International Women's Day at IIT Madras



On the occasion of International Women's Day, **Adv. Divya R, Chief Research & Development Officer at The Legal Swan**, had the privilege of addressing the students of IIT Madras, thanks to Sahara – The Social Welfare Society, for organizing an exclusive session on Prevention of Sexual Harassment at the Workplace...

[Continue reading here](#)

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.

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!

You are receiving this email as you signed up for our newsletters.

Want to change how you receive these emails?

You can [Unsubscribe](#) or [Update your preferences](#)

Imprint

Email: connect@thelegalswan.com, Phone: 9004521614,
Address: LegalSwan Advisory Pvt. Ltd., HD-149, WeWork Raheja
Platinum, Off Andheri – Kurla Road, Marol, Andheri East,
Mumbai – 400059,