

Anvay Insights – March 2025

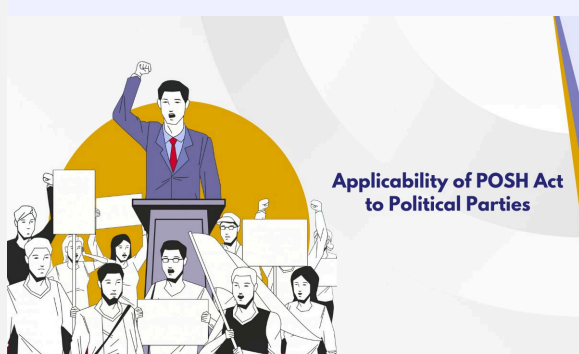
Issue 6

Celebrating the strength, resilience, and achievements of women everywhere!



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

The Legal Swan (TLS) Viewpoint



POSH and Political Parties: A Deeper Dive

Today, political parties are more structured and organized. They have Constitution and Rules and even a Memorandum of Association that they need to for registration under RPA...

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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



If Men Menstruated, It Would Be a Different Story

Unconscious bias and unnoticed discrimination become a part of life for women in male-dominated fields. They have to work extra hard to achieve the same success as their male peers...

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TLS Upcoming Programs

Capacity Building Program for Internal Committee Members on POSH Law

**Trainer::
PALLAVI POSWAL**
Psychologist, Trainer & External
Member, Chief Quality Officer

**21 March, 2025
10 AM to 5 PM
MS Teams**

Secure your spot now and train with an industry expert!

Trainer's Past Events

- Employee Awareness Session on POSH in collaboration with National Commission for Women for Noida & Agra Police
- State Level Workshop on PCDA on POSH by Maharashtra State Commission for Women
- Sensitization Workshop for Employees on POSH at Reserve Bank of India
- Employee Orientation Program on POSH at Bombay Stock Exchange

Register for the upcoming One Day Capacity Building Program for IC Members on POSH Law on 21 March 2025. Early Bird Registrations Open!
Use code **EARLYIC** at checkout to avail a **20% discount**...

[Click here to know more!](#)

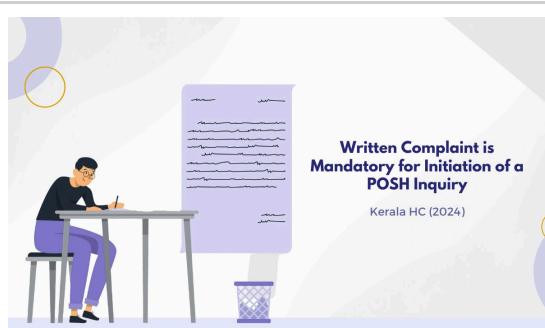
In the Courts



Supreme Court: "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. This is especially applicable on matter concerning charges under special Acts like POCSO...

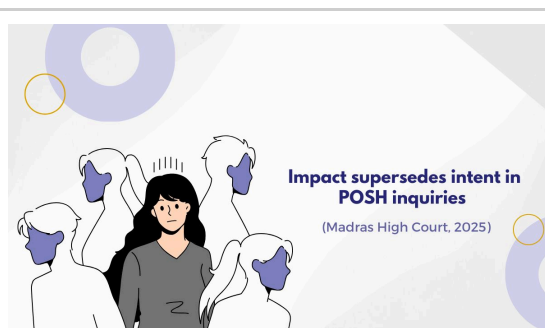
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Kerala HC on Mandatory Nature of Written Complaint for POSH Inquiry

The Kerala High Court has emphasized that it was mandatory for complaint to be in writing unless Complainant was not in a position to submit a written complaint...

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Madras High Court: Decency is Not What You Think is Within Yourself; It is How Your Action Makes Others Feel

The Madras High Court held that feelings of the Complainant matter more than intentions of the Respondent, statement of witnesses...

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US Supreme Court on Discrimination based on Sexual Orientation

In this landmark case, an unexpected victory and interpretation was given to an existing law where the intention of the legislature was understood...

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Other TLS Updates

Panel Discussion at BITS Law School Mumbai on Beyond Gender: Creating an Equitable World for All



Adv. Shivangi Prasad, Founder of The Legal Swan, participated in a panel discussion at BITS Law School, Mumbai which moved beyond traditional gender binaries to explore inclusivity and legal protections for vulnerable groups...

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Bystander Intervention Training at IIT Kanpur & KIIT



Adv. Divya R, Chief Research & Development Officer at The Legal Swan had the privilege of speaking at a session on **bystander intervention** organized by the Gender Cell at IIT Kanpur and Kamaskhi at KIIT on 02 February 2025 at 6PM...

[Continue reading here](#)

Who are We?



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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