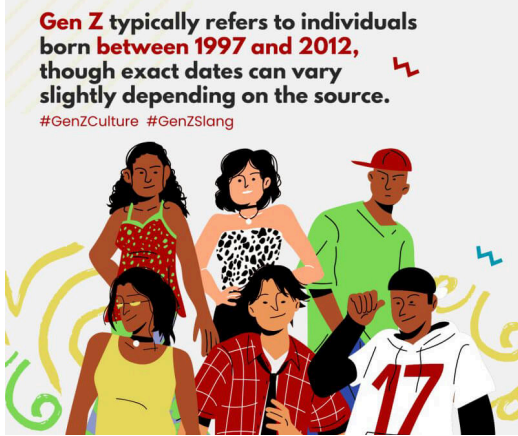


Monthly POSH Newsletter for IC Members and HR

May 2025 | Issue 8

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

The Legal Swan (TLS) Viewpoint



Dealing with a Multi-Generational Workplace

We've been diving deep into workplace culture and discovered some common challenges. With Gen X, Gen Y, and Gen Z under one roof, the dynamics are shifting quickly. Embracing these changes isn't always easy, and many are puzzled by the generational shifts happening.

[Continue reading here](#)

Ask us Anything

I was only verbally asked for sexual favours, is it sexual harassment?

If it is unwelcome to the recipient, it will be sexual harassment. Sexual harassment can be in any form. 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



Influencers Capture and Share Gang Rape Video Garnering 32k Views

Influencers filmed themselves gangraping a girl, and posted it on social media for public consumption. More than 32,000 watched this and no one reported it!

[Continue reading here](#)



Brave Bus Conductor Rescues Girl From Kidnappers On Jaipur-Delhi Highway

Effective Bystander Intervention

Over the last few months, there have been heartbreaking where bystanders stayed silent — moments when stepping in might have saved someone. Like the horrifying incident in Ujjain, where a woman was raped on the street while someone filmed it and uploaded it on social media instead of helping

[Continue reading here](#)

In the Courts



Mandatory arbitration clause for sexual harassment cases is invalid

(United States District Court, Southern District of New York)

US District Court on Arbitration Clauses in Sexual Harassment Cases

Validity of arbitration clauses, especially in sexual harassment cases have raised considerable debate due to its enforceability and its implications in the US. These arbitration clauses provide an avenue for the employers to silence the victims and the lack of transparency in the process

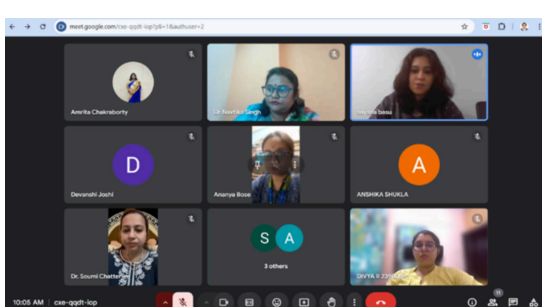
[Continue reading here](#)

Other TLS Updates



Adv. Shivangi Prasad Speaks at 5th BOW Edition by The Times Group
Adv. Shivangi Prasad, Director & CEO of TLS shared her insights on 'Safeguarding Spaces: Ensuring Women's Safety and Inclusivity in the Workplace.'

[Continue reading here](#)



Adv. Divya R at the International Conference on Emerging Trends in Criminal Law

Adv. Divya R, Chief Research & Development Officer at TLS, recently presented research findings on "Rise in Sexual Harassment at the Workplace Over the Last Decade: Patterns and Impact" at the International Conference on 'Emerging Issues in Criminal Law' organized by Techno India University, Kolkata.

[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!

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,