

SheSR  
CONSULTING LLP

# SheSR Speaks

/Ed. 5

As the holiday season approaches and we near the close of another remarkable year, all of us at **SheSR** extend our heartfelt gratitude to our Clients, Advisors, and well-wishers. Your unwavering support fuels our mission and inspires us to keep striving for excellence.

With appreciation in our hearts and renewed energy for the year ahead, we are thrilled to present the fifth and final edition of "**SheSR Speaks**" for this year.

SheSR Speaks is our monthly newsletter that brings the latest legal, legislative and industry updates and best practices on Sexual Harassment of Women at Workplace (**Prevention, Prohibition and Redressal**) (**PoSH**), **Diversity Equity and Inclusion (DEI)** and **Corporate Social Responsibility (CSR)**.

## PoSH Compliance Due Date

Have you finished the mandatory trainings under the **PoSH Act**? **The PoSH Act** requires organisations to file an Annual Compliance Report with the District Officer by January **31st 2025** for the calendar year **2024**. Failure

For any questions –  
please reach out to us at  
**hello@shesr.in**

## PoSH Bot

Do you have a question regarding your rights under the Sexual Harassment of Women at Workplace (**Prevention, Prohibition and Redressal**) **Act, 2013**?  
Ask the **SheSR PoSH-Bot**!

It is the one stop solution for all your **PoSH** related questions.

Try it out today:

<https://www.shesr.in/poshbot>

**Check out the PoSH Bot**



## PoSH Updates



# 01

The Hon'ble Supreme Court in the case of **Aureliano Fernandes v. State of Goa & Ors.** passed an order with directions to ensure effective implementation of the Sexual Harassment of Women at Workplace (**Prevention, Prohibition and Redressal) Act, 2013 (the PoSH Act)** across the country.

The Apex Court emphasised on “decentralising” **PoSH Act** and bringing on board the private sector, as they are “hesitant” in complying with and implementing the **PoSH Act**, especially while constituting Internal Committees (IC) in their organisations, in letter and spirit.

[Read more here](#)



# 02

The High Court of Jammu & Kashmir and Ladakh in **Mohammad Altaf Bhat v. Principal Chief of Commissioner & Ors.** recently dismissed a Writ Petition and an appeal as “non-maintainable” due to procedural non-compliance. The complaint concerned an incident from April **2016** but was lodged in October **2017**. The limitation period for filing a complaint is three months. An additional period of three months may be granted at the discretion of the Internal Committee for reasons to be noted, if the complainant is not able to file the complaint within the stipulated period of time as per Section 9 of the Sexual Harassment of Women at Workplace (**Prevention, Prohibition and Redressal) Act, 2013**. The Court held that complaints filed after the statutory period, without a valid reason or condonation request, are not maintainable.

This judgment highlights the critical role of timely reporting in workplace harassment cases. Employers and committees must ensure awareness among employees about their rights and the importance of



of timely action under the **PoSH Act**.

The Court emphasised the importance of adhering to prescribed timelines, underscoring that statutory procedures must be followed strictly to ensure fairness and maintain legal integrity.

[Read the judgment here.](#)

03

3. The Hon'ble Supreme Court of India heard a PIL seeking to extend the applicability of the **PoSH Act** to political parties. The Petitioner submitted that in order to address the cases of sexual harassment within the parties, the applicability of the **PoSH Act** should be extended, and parties should be mandated to set up an Internal Committee (**IC**). While disposing the Petition, the Court stated that the appropriate authority to take first cognisance of this matter would be the Election Commission of India (**ECI**). The Apex Court further directed the Petitioner to return to the Courts if the issue remains unresolved or is not effectively addressed by the **ECI**.

## DEI Updates

The Hon'ble Supreme Court of India in **Yash Dodani v. Union of India & Ors.** has bolstered the rights of visually impaired candidates appearing for competitive exams like the All India Bar Examination (**AIBE**) and Common Law Admission Test (**CLAT**).

Key directives of the judgment include providing Job Access With Speech (**JAWS**) and Non-Visual Desktop Access (**NVDA**) screen reader options, allowing candidates to utilise their own adaptive equipment (**in compliance with the government guidelines**), and enabling submission of computer-based answers along with providing the option to have a scribe.

These measures, aligned with government guidelines, aim to make exams accessible and uphold inclusivity in education and employment opportunities.

[Read more here](#)

## CSR Updates

01

### Coal India Limited (CIL) invested 5570 Crores in CSR Activities

At the inauguration of the 3rd CIL CSR Conclave 2024, the CIL Chairman PM Prasad announced that CIL has invested around INR 5,570 Crores in corporate social responsibility activities over the last 10 years



## Maruti Suzuki to automate 5 driving test tracks in Bihar under CSR

Maruti Suzuki India Limited (**MSIL**) has signed a Memorandum of Agreement with the Transport Department, Government of Bihar, to automate five driving test license tracks in the State. The Automated Driving Test Tracks aims to eliminate human intervention, ensuring a more comprehensive, efficient, and transparent evaluation of license applicants.

[Read more here](#)

### Guest Column

## “ Alt Texts – a step towards inclusivity ”

- Varsha Agarwal,  
Founder and CEO of Lenostun



Hey Jay, great to see you here! I greeted him enthusiastically as we reconnected at a conference after months. "How are the DEI initiatives at your organization? Have you been able to hire any diverse candidates?"

Jay sighed. "Ah, no, Varsh, as a Talent Acquisition leader, I really want to, but I don't have the right infrastructure, tools, budget, or resources to convince anyone."

"You're right," I said, "Equity and inclusion are essential before hiring a diverse workforce. But you don't need all the tools and infrastructure to get started. You can begin with certain underrepresented groups and build from there."

"Really? I'm not sure," he replied hesitantly.

"Yes! Once you prove it works with a few groups, you'll have the success stories and data to make a stronger case for broader initiatives," I explained. "For example, start with the people from LGBTQIA+ community or people with low vision. Like anyone, they will be productive from day one."

"What should I keep in mind?" Jay asked.

[To read about what Varsha said – Click here](#)



**Thank you, dear Reader.**  
**We will see you in the New Year!**

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