

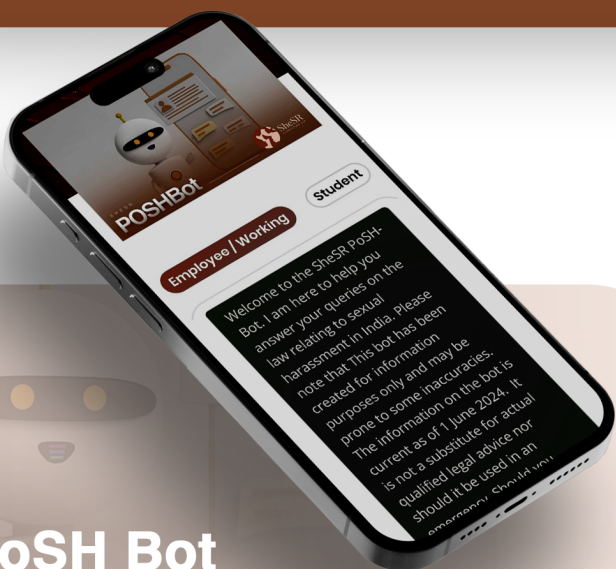


SheSR
CONSULTING LLP

SheSR Speaks

/Ed. 4

We present the fourth edition of “SheSR Speaks”. It 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 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](https://www.shesr.in/poshbot)

PoSH Updates

01

Criminal proceedings in a matter of sexual harassment to proceed independently

The Kerala High Court in **Amjith v. State of Kerala & Anr.** highlighted that Internal Committee (IC) reports under the PoSH Act are often biased, typically favouring institutions over victims. The Court clarified that an IC's findings should not be the final word in sexual harassment cases and stressed that criminal proceedings may proceed independently of IC conclusions. **This stance aims to ensure fairer investigation standards, especially in cases where IC reports lack impartiality.**

[Read the judgement here](#)



02

Need for accountability in sexual harassment cases

The Supreme Court of India in **Ramji Lal Bairwa & Anr. v. State of Rajasthan & Ors.** set aside a Rajasthan High Court decision that **quashed a sexual harassment case** based on a compromise between the accused and the survivor's family.

The Supreme Court emphasised that criminal cases, especially serious ones like sexual harassment, should **not be dismissed solely on grounds of compromise**, reinforcing the need for legal accountability.

The decision followed a petition filed by a third party and guidance from the Amicus Curiae. The case **highlights judicial reluctance** to allow compromises in criminal cases involving serious allegations.

[Read the judgement here](#)



03

Mandatory for the IC to adhere to procedural fairness

The Delhi High Court in **Nikhil Kumar Singh & Ors. v. Jawaharlal Nehru University & Anr.** granted interim relief to 9 JNU students suspended over alleged involvement in clashes and sexual harassment at a freshers' party. The students contested the University's decision, **claiming they were not given a chance to be heard**, and denied knowledge of specific charges. The Court noted a lack of adherence to procedural fairness and directed the University not to vacate their hostel rooms until further hearings, scheduled for November 8.

The case also **raised concerns about the handling of complaints** by JNU's Internal Complaints Committee.

[Read the judgement here](#)

CSR Updates

01

CCPA to curb surrogacy advertising

The Central Consumer Protection Act (CCPA) is drafting rules to stop businesses from promoting items such as liquor and tobacco under the guide of CSR initiatives. These draft rules which will soon be released will lay down clear parameters for what constitutes surrogacy advertising and put a stop to brands exploiting CSR and sponsorships to indirectly promote goods that are banned for advertisements.

02

Sushama Sanjay Chordiya – CSR Professional of the Year 2024

Sushama Sanjay Chordiya, President of the Suryadatta Women Empowerment & Leadership Academy (SWELA) and Vice President of the Suryadatta Education Foundation, has been honoured with the prestigious 'CSR Professional of the Year 2024' award. This recognition celebrates her exceptional contributions to women empowerment and social entrepreneurship.

Guest Column

“

Is It a Man's World (alone)?

”

- Sudhir Kulkarni,
Independent Consultant, Advisor at SheSR

The world around us has surely evolved in respect of gender equality – we most certainly see more women at the workplace, in public space, in sports etc. So, **can we say with certainty that women are now seen on par with men in all aspects of society?**

Doubtful. Nay! I would answer in the negative. If you read between the lines, between the front and back pages of newspapers and hear what men are not saying, we as a society still have a long way to go.


One still hears comments like “for a woman...”, or “how can a woman...” or worse still, “how come her family doesn’t object that a woman...”! For all this to change, we perhaps need a complete overhaul of our paradigm. And that’s a long uphill battle, but one that we should all fight.

During discussions, when we cite examples of how women have been successful, we see phrases such as “Woman achiever in a man’s world” being used. But we often overlook the fact that along with the issues that a man has to overcome, such as physical challenges, lack of opportunity, financial constraints, a **woman has to also overcome additional societal hurdles.**

[Read more here](#)

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