

The

# INCLUSION DIGEST

THE DIVERSITY & INCLUSION NEWSLETTER



## **SAME-GENDER SEXUAL HARASSMENT COMPLAINTS MAINTAINABLE UNDER POSH**

UNDER SEXUAL HARASSMENT OF WOMEN AT  
WORKPLACE - CALCUTTA HC

In significant verdict, the Calcutta High Court has held that Sexual harassment, as contemplated in the 2013 Act, has to pertain to the dignity of a person, which relates to her/his gender and sexuality; which does not mean that any person of the same-gender cannot hurt the modesty or dignity as envisaged by the 2013 Act", - HC said.

## **WHAT'S IN ?**

01

*What's in news*

02

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03

*Need no reason to  
smile*

04

*Watch Out -  
Happenings around  
you*

## KERALA'S FIRST TRANSWOMAN DOCTOR

JINU TO PRIYA: THE FIGHT FOR IDENTITY



Priya has become the 1st transgender doctor in Kerala. "Right now I am enjoying the newly attained grace of womanhood. I want to spread this message that parents should be magnanimous enough to accept their children as how they are, especially when they confront this kind of sexual complexities, instead of hiding the reality fearing unpleasantness from society" - She says.

## IN A FIRST, HUL DEVELOPS POLICY HELPING EMPLOYEES FACING DOMESTIC ABUSE

DISCRETIONARY WELFARE POLICY



At a time when a significant number of its workforce is working from home, HUL rolls out policy aiming to protect and provide relief to staff members who are survivors of abuse, or acts of emotional and physical abuse beyond the office.

\*FOR MORE DETAILS, KINDLY INVOKE GOOGLE

## EDITOR'S NOTE

*I am delighted to bring you this monthly newsletter with the Diversity, Equity & Inclusion thoughts, news & happenings.*



*I really appreciate your time and look forward to keeping this month's prompt.*

**Shashwati P**

*Making inclusive spaces a reality.*

## PINK SEESAWS ACROSS US-MEXICO BORDER NAMED DESIGN OF THE YEAR 2020

HOPE TO REASSESS THE EFFECTIVENESS OF BORDERS AND ENCOURAGE DIALOGUE RATHER THAN DIVISION.

A collection of bright pink seesaws that allowed people to interact over the US-Mexico border has won the prestigious Design of the Year award, with its creators saying they hoped the work encourages people to build bridges between communities.



# NEED NO REASON TO SMILE

## LOL WITH TOONS



Image Description of a Cartoon with 3 clips  
 Clip 1: 2 girls talking. 1 girl says that she finds the idea of inclusiveness that some of the game developers use very odd.  
 Clip 2: In the office of the game developers, boss says that they should add Latin American groups in their game. Employee says its an excellent idea and asks which country to include.  
 Clip 3: Boss takes out South American map which shows whole of South America into two parts - Mexico & Brasil

## SIGNS THAT SHINE



Pic 2 image description: Showing a person on a wheelchair with fire coming out of the back of the wheelchair. Says ride it like you stole it

Pic 3 image description: Showing a range of people from man to woman Reads Whatever, Just wash your hands



## HEALTH CORNER

### 5 WORKPLACE TIPS FOR KEEPING EYES HEALTHY



- PALMING EYES WITH PALMS  
HOLD FOR 2 MINS - 3 SETS
- RAPID BLINKING EVERY 45 MINS
- EYE CARTWHEELS - 20 SETS

DIVERSITY SHOP

FOR CUSTOMISED PRIDE WEAR & DECOR

SHOP FROM **QUEER BAZAAR**  
 CHECK OUT INSTAGRAM FOR MORE  
 CALL/SMS: 9986011456

HOME CLEANING PRODCUTS



BIOENZYMES | PHENLY | SOAPOILS  
 MADE BY YOUNG ADULTS WITH  
 INTELLECTUAL DISABILITY  
 SMS: 8971854300 (Delivery in Bangalore Only)

WATCH OUT

LEADING WITH PRIDE (LWP) PROGRAM



4 BATCHES OF POSITIVE CHANGE LEADERS WERE SUCCESSFULLY CERTIFIED

- 1ST NOVEMBER 2020 DELHI BATCH
- 20TH DEC 2020 MUMBAI BATCH
- 19TH DEC 2020 PUNE BATCH
- 31ST JAN 2020- BANGALORE

WATCH OUT THIS SPACE FOR THEIR UPCOMING BATCHES

JANUARY 2021

BEUNIC SOCIALS

CHALLENGE OF BEING TRANS - PANEL DISCUSSION | SATURDAY, 20 FEB @6PM, NEW DELHI | CALL/SMS: 9637187279

JAN 2021

# THANK YOU

WISH YOU FANTASTIC & HAPPY DAYS AHEAD



**ORGANIZATIONAL BEST PRACTICES**

**INFO ON DIVERSITY SUPPLIERS -  
PRODUCTS/SERVICES**

**UPCOMING EVENTS**

**AWARDS & RECOGNITIONS**

**ARTICLES & OPINIONS**

**HAPPY TO FEATURE YOU IN OUR  
UPCOMING ISSUES**



PLEASE DROP IN A TEXT MSG AT 8971854300

We shall get in touch with you in 2-3 business days :)

