**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NUMBER: PQ 1921 (NW2078E)**

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**Ms N K F Hlonyana (EFF) to ask the Minister for Human Settlements:**

*1. What (a)* is *the total number incidents of sexual harassment that were reported to the human resources offices of (i) her department and (ii) entities reporting to her in (aa) 2016 and (bb) 2017 and (b) are the details of each incident that took place;

2.* Was *each incident investigated; if not, why not in each case; if* so, *what were the outcomes of the investigation in each* case?

**3. REPLY**

**3.1 *What (a) is the total number incidents of sexual harassment that were reported to the human resources offices of (i) her department and (ii) entities reporting to her in (aa) 2016 and (bb) 2017***3.1.1 Two incidents of sexual harassment were reported in the Department in the period under question.

**3.2 *and (b) are the details of each incident that took place.***3.2.1 In the 1st incident, the complainant brought an informal complaint to the department's Employee Health and Wellness unit. The complainant reported on comments with sexual overtones received from the respondent/perpetrator that resulted in the complainant being uncomfortable. Thus this incident involved sexual harassment of a verbal nature.

3.3.2 In the 2nd incident, the complainant brought an informal complaint to the Department's Employee Health and Wellness unit. The complainant reported an incident whereby the respondent/perpetrator inappropriately physically pressed against the complainant, when the two of them were in an elevator. The complainant was upset by this incident. This incident involved sexual harassment of a physical contact nature.

**3.3 *Was each incident investigated; if no, why not in each case; if* so, *what were the outcomes of the investigation in each case?*3.3.1** Yes, the incidents were investigated.

**3.3.2** The 1st incident was resolved with the perpetrator being reprimanded by his supervisor and apologizing to the complainant.

**3.3.3** The 2nd incident was resolved with the perpetrator issued a warning by the relevant supervisor; an apology by the perpetrator to the complainant; and the complainant transferred to another unit, as requested.

• Sexual harassment cases are dealt with in accordance with the provisions of the departmental Management of The Sexual Harassment policy.

• The Policy was developed in order to facilitate, expedite, offer guidance and complement all other Labour relations prescripts that are meant to resolve matters related to sexual Harassment in the department.

• In addition to this, there are various interventions that the department apply for instance, awareness sessions that are frequently held in order to educate and make employees aware of lawful and prohibited behaviours at the work place especially sexual harassment.

• In essence, the department takes every opportunity and utilizes every available platform to provide information and education. For example, quarterly Human Resources Outreach Sessions; Staff meetings as well as Women Month and 16 Days of Activism Against Women and Children Abuse, are used to ensure that sexual harassment matters are given sufficient attention by all.