**NATIONAL ASSEMBLY**

**WRITTEN REPLY**

**QUESTION 703 / NW 777E**

**MINISTER OF AGRICULTURE, FORESTRY AND FISHERIES:**

**Ms T. Stander (DA) to ask the Minister of Agriculture, Forestry and Fisheries:**

**QUESTION:**

(1)  Whether his department has a sexual harassment and assault policy in place; if not, (a) why not and (b) by what date will his department have such a policy in place; if so, (i) how are reports investigated and (ii) what are the details of the consequence management and sanctions stipulated by the policy;

(2)  (a) what is the total number of incidents of sexual harassment and assault that have been reported in his department (i) in each of the past three financial years and (ii) since 1 April 2017, (b) what number of cases were (i) opened and concluded, (ii) withdrawn and (iii) remain open based on the incidents and (c) what sanctions were issued for each person who was found to have been guilty?

**REPLY:**

(1)The Department does not have an approved sexual harassment and assault policy in place.

(a) A draft policy has been developed and submitted to the Departmental Bargaining Chamber (DBC) for consultation.

b) It is anticipated that the sexual harassment and assault policy will be approved in the 2018/19 financial year.

(i) Incidents of sexual harassment are reported through the normal grievance procedure.

(ii).The draft policy does not stipulate consequence management and sanctions. However, consequence and sanctions will be determined by the outcome of each case.

(2)

(a) (i) There were no cases of sexual harassment and assault reported in the past three years

(ii) There were no cases of sexual harassment and assault opened since 2017

(b) (i) N/A

(ii) N/A

(iii) N/A

(c) N/A