**QUESTIONS FOR WRITTEN REPLY**

**719.        Mr S Mokgalapa (DA) to ask the Minister of Labour:**

(1)          Whether her department has a sexual harassment and assault policy in place; if not, (a) why not and (b) by what date will her 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 her 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past three financial years and (ii) since 1 April 2017, (b) what number of cases were (i) opened and concluded, (ii) withdrawn and (iii) remain open based on the incidents and (c) what sanctions were issued for each person who was found to have been guilty?                                                                                                                                     NW793E

**The Minister of Labour replied:**

1. The Department has a sexual harassment policy.

(b)(i) Investigating officers are appointed to investigate allegations of misconduct. Reports are submitted to the delegated authority.

(b)(ii) On the basis of the investigation report the official will be charged and subjected to a disciplinary hearing. Sanctions that can be issued are written warning, a final written warning, Suspension without pay ranging from one (1) to three (3) months, demotion and dismissal.

1. 3 cases

(a)(i) 2016/17 – 1 case, 2015/16 – 2 cases, and 2014/15 – 0 cases.

 (ii) Nil.

 (b)(i) 2 cases

 (ii) one case

 (iii) none

 (c) Final written warning and two months’ suspension