**MINISTRY OF MINERAL RESOURCES**

**REPUBLIC OF SOUTH AFRICA.**

**NATIONAL ASSEMBLY QUESTION FOR WRITTEN REPLY**

**QUESTION NUMBER' 720 ADVANCE NOTICE NO: NW794E**

**DATE OF PUBLICATION IN INTERNAL QUESTION PAPER: 2 March 2018**

**INTERNAL QUESTION PAPER NUMBER: 06**

**Mr S Mokgalapa (DA) to ask the Minister of Mineral Resources**(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 (ii) withdrawn and (iii) remain open based on the incidents and (c) what sanctions were issued for each person who was found to have been guilty ?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**

(a) The Department has a Sexual Harassment Policy in place
(b) The Policy was adopted at the Departmental Bargaining Chamber on 28 June 2011
(c) (i) Department has Sexual Harassment Committee which investigate all reported cases
1(b)(ii) The sanctions depend on the severity of the case could be:
o Counselling
o Verbal warning
o Written warning
o Final written warning
o Suspension (with/without pay)
o Demotion (as alternative to dismissal)
o Dismissal
 **Find here:** [**Question 2**](http://pmg-assets.s3-website-eu-west-1.amazonaws.com/RNW720reply.pdf)