**Memorandum from the Parliamentary Office**

**Minister**

**National Assembly question written: 729**

**Recommended / Not Recommended**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Ms Nelly Vilakazi**

**Acting Director-General: Department of Social Development**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NUMBER: 729**

**DATE OF PUBLICATION IN INTERNAL QUESTION PAPER: 09 MARCH 2018**

**INTERNAL QUESTION PAPER NUMBER: 06 - 2018**

**729. Mr I M Ollis (DA) to ask the Minister of Social Development:**

(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past three financial years and (ii) since 1 April 2017, (b) what number of cases were (i) opened and concluded, (ii) withdrawn and (iii) remain open based on the incidents and (c) what sanctions were issued for each person who was found to have been guilty? NW803E

**REPLY:**

1. The Department of Social Development has an approved policy on the Management of Sexual Harassment as well as the guidelines on the management of sexual harassment.

(b) The sexual harassment policy was approved in 2009 and implemented according to DPSA policy guidelines on the management of sexual harassment in the Public Service.

1. The Disciplinary Code and Procedure (Resolution 1 of 2003 and Chapter 7 of SMS handbook) are used to investigate cases.
2. Perpetrators receive sanctions ranging from warnings, final written warnings, demotions, suspension without salary and dismissal.

2.

1. There was one case of alleged sexual harassment reported in 2016/2017 financial year. An investigation was conducted by an internal and external investigators who both gave reports to the effect that the allegations were unsubstantiated.
2. No other matter except the above-mentioned case was reported and dealt with in the previous three financial years.

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Approved by the Minister on**

**Date……………………….**