**PARLIAMENT OF THE REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**WRITTEN REPLY**

**QUESTION NO: 732**

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**QUESTION PAPER NO: 06**

**DATE OF REPLY:**

**Mr T W Mhlongo (DA) to ask the Minister of Telecommunications and Postal Services:**

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past three financial years and (ii) since 1 April 2017, (b) what number of cases were (i) opened and concluded, (ii) withdrawn and (iii) remain open based on the incidents and (c) what sanctions were issued for each person who was found to have been guilty?

NW806E

**REPLY:**

**The Department has informed me as follows:**

1. Yes, the Department has an approved sexual harassment policy in place
2. Not applicable
3. Not applicable

 (i) The Department has no reported cases of sexual harassment

(ii) In terms of the policy, the following sanctions may be imposed on an employee found guilty of sexual harassment:

* + Counselling
	+ Verbal warning
	+ Written warning;
	+ Final written warning
	+ Suspension/fine;
	+ Demotion
	+ Dismissal

(2)(a) No cases of sexual harassment of assault have been reported.

1. Not applicable

 (b)(i)(ii)(ii) Not applicable

**Approved/ not approved**

**Dr Siyabonga Cwele, MP**

**Minister of Telecommunications and Postal Services**

**Date:**