



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

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**ALL HEADS OF NATIONAL DEPARTMENTS, PROVINCIAL ADMINISTRATIONS,
PROVINCIAL DEPARTMENTS, AND ORGANIZATIONAL COMPONENTS**

**INVITATION TO A CONSULTATION WORKSHOP FOR THE POLICY ON
PREVENTION AND MANAGEMENT OF SEXUAL HARRASSMENT IN THE PUBLIC
SERVICE**

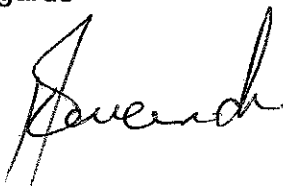
1. The Constitution of South Africa is premised upon the values of Human Dignity and Equality. The Bill of Rights within the Constitution further indicates that the State may not unfairly discriminate against anyone on any ground. This provision within the Constitution places a responsibility upon the Public Service to put measures in place to ensure that the Public Service Workplace is free from any form of unjust treatment and abuse, thereby promoting a fair and just work environment. Moreover, the State enacted the Promotion of Equality and Prevention of Unfair Discrimination Act in 2000, with an objective to provide for the prevention and prohibition of unfair discrimination, redress for discrimination suffered, promotion of equality and progressive eradication of discrimination. The Act further prohibits harassment of any form, and mandates the State to promote equality.
2. The Policy on Prevention and Management of Sexual Harrassment in the Public Service has been developed as a response to recommendations that emanated from research conducted to ascertain the prevalence of sexual harrassment in the Public Service. The Policy is meant to provide a framework on how to prevent sexual harrassment and address incidences within the Public Service Workplace in a uniform manner. The

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procedures established by the policy are based on the provisions of the Code of Good Practice within the Labour Relations Act.

3. The Diversity Management Unit within DPSA would like to invite each Department to send representatives to attend and participate in a consultation workshop to be held on the 31 July 2012 at Burgers Park Hotel, in Pretoria. The following representatives are invited:
 - Two representatives from each Provincial and National Department. The representatives should comprise of the Gender Focal Point and someone who deals with Policy Development in the Department ;
 - Five representatives from Offices of the Premier, comprising of people who deal with transversal coordination of Gender, Labour Relations, HR Planning, Policy Development and Monitoring and Evaluation.
4. Departments are requested to RSVP on or before the 25th July 2012. Please direct any enquiries to Ms Fanani Manugu at 012 336 1271, email: Fanani.manugu@dpsa.gov.za or Tiny Mdlalose at 012 336 1531, email: Tiny.mdlalose@dpsa.gov.za

Regards



Mr. Kenny Govender
Deputy Director-General

Date: 11/07/2012.