

## LEARN ABOUT

# WORKPLACE HARASSMENT

Did you know that workplace harassment is against the law in South Africa? The amended Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace came into effect on 18 March 2022, replacing the old code, which only focused on sexual harassment. Here are some important facts about workplace harassment.



### DID YOU KNOW?

- Harassment can be physical, verbal, or psychological.
- Bullying is a form of harassment, even when it happens online.
- Spreading rumours or excluding someone from work activities can be harassment.
- Your employer must protect you from all forms of harassment.
- You have the right to report harassment without fear.



### DID YOU KNOW? THESE ARE EXAMPLES OF HARASSMENT

- Threatening gestures or physical attacks
- Insults, shaming, or constant criticism
- Sabotaging someone's work
- Unfair demotion
- Using racist, sexist or LGBTQI+ phobic language



### DID YOU KNOW? YOUR EMPLOYER MUST...

- Create policies to prevent harassment
- Provide training on harassment
- Investigate ALL harassment complaints
- Take action to stop harassment



### DID YOU KNOW? YOU CAN TAKE ACTION

If you experience or witness harassment:

- Tell the harasser to stop (if safe to do so)
- Report it to your supervisor or HR
- Keep a record of what happened



Scan the QR code to access:  
**Code of Good Practice on the Prevention and Elimination of Harassment on the Workplace**



**REMEMBER:**  
You have the right to a safe and respectful workplace.