



3 June 2019

COMMUNIQUE TO ALL DUT STAFF AND STUDENTS

In recent communication from the Department of Higher Education and Training, the scourge of sexual harassment and sexual violence at Universities has been noted. Subsequently a draft policy framework has been issued and discussed in the public domain, this was followed up by a task team appointed by the then Minister of Higher Education, Dr Naledi Pandor, to ensure the proper reporting and efficient dealing with such cases. The high prevalence of Gender-Based Violence, Harassment and Bullying is of great concern at DUT. Recognizing the seriousness of this offence, Executive Management advises Staff and Students that the procedure to be followed in reporting all Gender-Based Violence, Harassment and Bullying is as follows:

1. All reporting must be directed to respective Deputy Vice-Chancellors, where the incident occurred.
2. In respect of incidents that take place within the Finance, Procurement and Registrar's department must be reported to the Senior Director: Human Resources
3. An affidavit must be made with the Protection Services.
4. Counselling services must be sought with Employee Wellness Unit within Human Resources (in the case of staff) and Student Counselling Services (in the case of students).

The above procedure is with effect from 31 May 2019

Issued by the Deputy Vice-Chancellor: People and Operations on the 3rd June 2019