

INTEGRATING CODE OF GOOD PRACTICE

and Elimination of **Violence and Harassment** in
the Workplace and the Organisation's DNA

1 DAY COURSE | WWW.SABPP.CO.ZA



Abstract

The workplace provides an opportunity for the employer to create a positive employee experience: the result of all employee interactions with the different aspects of the workplace. Closely associated with employee engagement, employee experience focusses on the formation of a great working environment, where particularly highly sought-after and scarce and critical employees become committed to the organisation because of what they regard as fascinating experiences.

The Code of Good Practice on the Prevention and Elimination of Violence in the Workplace (The Code) is a framework that contributes to a persuasive employee experience characterised by a workplace which is violence-, harassment-, and bullying-free and welcoming for all ; and thus the need to integrate the Code into the company's DNA seamlessly.

The above, as well as the Code augur well and are in fact consistent with 4 Human Resource Management (HRM) National HR Standards:

- Talent Management
- Employment Relations Management
- HR Risk Management
- Employee Wellness Management

Special features

- 7 CPD points
- A comprehensive Policy on the Prevention and Elimination of Harassment in the Workplace

Course Overview

Module 1: Defining related concepts.

- Employee relations management
- Employee wellness management
- Gender-based violence
- Harassment
- HR risk management
- Prohibited grounds
- Racial harassment
- Repeated or serious conduct
- Talent management
- Unwanted conduct
- Vicarious liability

Module 2: The National Human Resource Management Standards on Violence and Harassment in the Workplace.

- Talent management
- HR risk management
- Employee wellness management
- Employee relations management

Module 3: Related Legislation and Codes of Good Practice.

- International Labour Organisation Conventions
- Constitution of the Republic of South Africa
- Labour Relations Act
- Basic Conditions of Employment Act
- Employment Equity Act
- Occupational Health and Safety Act
- Protected Disclosures Act
- Protection from Harassment Act
- Promotion of equality and prevention of

Module 4: Vicarious Liability.

- Vicarious liability as trite law in employment contracts
- When does employer become vicarious liable?
- Applicability of vicarious liability in workplace harassment and violence
- Relevant case law on vicarious liability.

Module 5: Code of Good Practice on the Prevention and Elimination of Violence and Harassment in the Workplace.

- Objectives of the Code
- Application of the Code
- Legislation relevant to workplace harassment and violence
- Meaning of harassment and sexual harassment
- Guidelines on the prevention, elimination, and management of harassment
- Harassment policies and procedures
- Confidentiality
- Additional sick leave
- Information, training, and education

Module 6: Policy on Prevention and Elimination of Violence and Harassment in the Workplace.

- Abstract
- Scope
- Principles
- References
- Legal Framework
- Policy
- Responsibilities
- Annexures

Target Group

- Employee wellness specialists
- Employment relations management specialists
- Shop stewards and trade union office bearers.
- HR business partners
- Executive management
- HR Officers
- Learning and Development professionals
- Labour relations officers
- Line managers
- HR graduates and learnerships

Course Duration

1 Day

7 CPD points

Course fees:

- Member R1 950.00 excl VAT
- Non-Member R2 340.00 excl VAT