URhulumente weNtshona Koloni

ISebe leMfundo leNtshona Koloni
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Inombolo yefayili: 3/3/4/P
Isalathiso: 20230609-5360

ISetyhula: 0021/2023
Umhla wokuphelelwa: Awukho

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli (kwaNdlunkulu nakwii-ofisi zezithili), kumaSekela Balawuli, kuBaphathi beeSekethe, kwiiNtloko zokuQuquzelelo neNgcebiso ngeze-*ISLES*, kumaGosa eZithili, kwiiNqununu nakooSihlalo bamabhunga olawulo azo zonke izikolo zikarhulumente

Isishwankathelo esifutshane: *Ingcaciso ngoMgaqo-nkqubo wokuNgcungcuthekiswa kwiNdawo yoMsebenzi (Western Cape Workplace (WCG) Harassment Policy) osebenza kubo bonke abaqeshwa kuqukwa nabaqeshwa besebe lemfundo nabamabhunga olawulo.*

Isihloko: Ukuphunyezwa koMgaqo-nkqubo wokuNgcungcuthekiswa kwiNdawo yoMsebenzi kaRhulumente weNtshona Koloni (*Western Cape Government (WCG) Workplace Harassment Policy*)

1. URhulumente weNtshona Koloni (*WCG)* uzibophelele ekwenzeni indawo yomsebenzi ibe yengenazo zonke iintlobo zokungcungcuthekiswa ngokukhuthaza indlela yokuziphatha ekumgangatho ophezulu kakhulu kubasebenzi nangokuqinisekisa ukuba bonke abaqeshwa bakaRhulumente weNtshona Koloni (*WCG)* bayazazi yaye bayaziqonda iintlobo zokungcungcuthekiswa kwindawo yomsebenzi.

2. Ukungcungcuthekiswa kwindawo yomsebenzi luhlobo lokucalucalulwa okungamkelekanga yaye akuvumelekanga ngokumalunga nobuni (*sex)* kunye/okanye isini (*gender*) kunye/okanye nokuzazi nokubanomdla wokwabelana ngesondo nesini esithile (*sexual orientation)*.

3. Naluphi na uhlobo lokungcungcuthekiswa luthathwa njengokunyashwa kwamalungelo abantu, into echasene nomthetho eMzantsi Afrika, ngoko ke, oko akuvumelekanga kuRhulumente we-*WCG*.

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4. Injongo yoMgaqo-nkqubo wokuNgcungcuthekiswa kwiNdawo yoMsebenzi kaRhulumente weNtshona Koloni:

4.1 kukwenza ukuba bonke abaqeshwa bakaRhulumente weNtshona Koloni (*WCG)* bazazi iintlobo zokungcungcuthekiswa kwindawo yomsebenzi noxanduva lwabo ekuzithinteleni nasekuzilawuleni izehlo ezilolu hlobo, ukungqinelana nemigqaliselo yomthetho nemiqathango yomgaqo-nkqubo echaphazelekayo;
4.2 kukunika iingcebiso malunga nemigaqo nenkqubo yokuqwalaselwa kwezityholo zokungcungcuthekiswa; kunye
4.3 nokuzama ukufezekisa injongo yokwenza indawo yomsebenzi ibe yengenazo zonke iintlobo zokungcungcuthekiswa.

5. Umhlathi 2 (g) ke ngoko, kwiMigaqo engoKulawulwa noKunikwa kweNgxelo ngokuZiphatha kakubi ngokweZesondo weSebe leMfundo leNtshona Koloni (*Protocol for Managing and Reporting Sexual Misconduct of the Western Cape Education Department)*, (makufundwe iSetyhula 15 yowama-2023, yomhla we-06 Apreli 2023), uyatshitshiswa ngokwenjenje, yaye indawo yawo ithathwa nguMgaqo-nkqubo i-*WCG Workplace Harassment Policy of* 2022, (makufundwe iSetyhula 13 yowama-2023 kaRhulumente we-WCG, yomhla we-26 Meyi 2023).

6. Kucelwa iinqununu/iisuphavayiza/abaphathi bazise bonke abasebenzi ngokuqulethwe yile setyhula noMgaqo-nkqubo i-*WCG Workplace Harassment Policy* oqhotyoshelweyo, ukuze bakuthathele ingqalelo.

ISAYINWE: NGU-B WALTERS
INTLOKO YESEBE LEMFUNDO
UMHLA: 2023-08-03