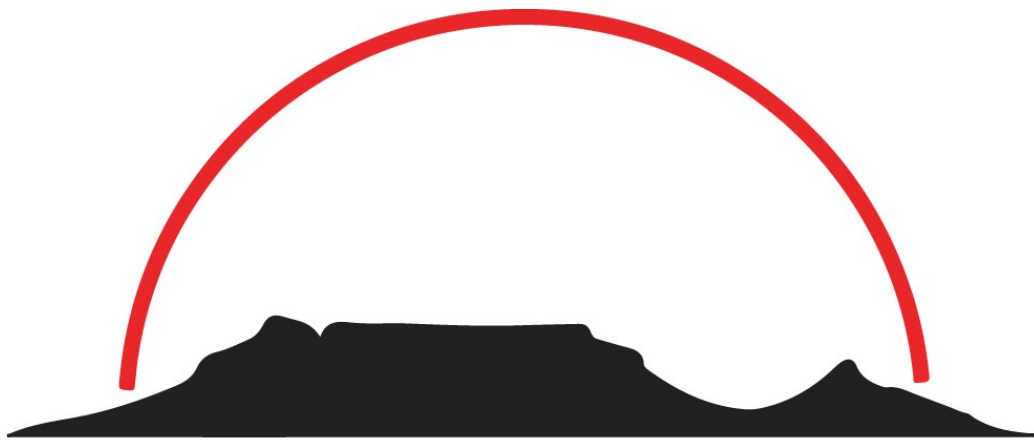


SEXUAL HARRASMENT POLICY



NATIONAL COLOURED CONGRESS

VERSION DATE: 10 JANUARY 2024

1. INTRODUCTION

The National Coloured Congress is committed to providing a safe and respectful environment for all members, employees, volunteers, and participants. This policy aims to prevent and address incidents of sexual harassment within the National Coloured Congress.

2. DEFINITION OF SEXUAL HARASSMENT

Sexual harassment refers to any unwelcome conduct of a sexual nature that creates an intimidating, hostile, or offensive environment. It includes, but is not limited to, unwanted sexual advances, requests for sexual favours, verbal or physical conduct of a sexual nature, and the display of sexually explicit materials.

3. PROHIBITED CONDUCT

All forms of sexual harassment are strictly prohibited within the National Coloured Congress. This includes, but is not limited to:

- 3.1 Unwanted sexual advances or propositions
- 3.2 Offensive or sexually explicit comments or jokes
- 3.3 Displaying or distributing sexually explicit materials
- 3.4 Physical contact or gestures of a sexual nature without consent
- 3.5 Retaliation against individuals who report incidents of sexual harassment.

4. REPORTING PROCEDURE

Any individual who believes they have experienced or witnessed sexual harassment should report the incident promptly. Reports can be made directly to the Disciplinary Committee Chairperson through written or verbal communication. The organization will ensure confidentiality to the extent possible and conduct a thorough investigation.

5. INVESTIGATION AND RESOLUTION

Upon receiving a report, the organization will promptly initiate an investigation. The investigation will be conducted in a fair, impartial, and confidential manner. If the investigation substantiates the allegations, appropriate disciplinary action will be taken, which may include counselling, training, suspension, termination, or legal action.

6. SUPPORT AND EDUCATION

The National Coloured Congress is committed to providing support and education to its members regarding sexual harassments and the consequences of being accused and or found guilty thereof as well as how to defend yourself against the offence. The organisation will strive to organise events that promote a safe and inclusive environment for all attendees.

7. SUPPORT AND RESOURCES

The National Coloured Congress will provide support and resources to individuals who have experienced sexual harassment. This may include access to counselling services, information on legal rights, and assistance in navigating the reporting process.

8. NON-RETALIATION

Retaliation against individuals who report incidents of sexual harassment or participate in an investigation is strictly prohibited. The organisation will take appropriate measures to prevent retaliation and will address any such incidents promptly.

9. TRAINING AND AWARENESS

The National Coloured Congress will conduct regular training sessions to educate members, employees, volunteers, and participants about sexual harassment prevention, reporting procedures, and the importance of maintaining a respectful environment.

10. POLICY REVIEW

This policy will be reviewed periodically to ensure its effectiveness and compliance with applicable laws and regulations. Any necessary updates or revisions will be made accordingly.

APPROVED AND SIGNED

S. Frenchman

Electronically Signed by:

Sakeena Frenchman

Secretary General

Date: 10 January 2024

F. Adams

Electronically Signed by:

Fadiel Adams

President

Date: 10 January 2024