

4 Aug 2016

Sexual harassment in the workplace

We tend to find that staff members don't easily talk to someone when they are being harassed, especially when there is a sexual connotation. Sexual harassment is any *unwelcome* sexual advance. It could also be a request for a sexual favour. Such conduct interferes with the individual's work performance and create a hostile and offensive working environment.

If we don't feel comfortable with remarks made by someone, or we find their jokes with sexual innuendos offensive, if there are persistent actions with sexual undertones, we have to let that person know that it is not ok, it is not welcome. Ask them to refrain. In order to create the proof, we could write a mail to the person confirming this in writing. Keep the tone neutral, don't write out of anger. But say 'no'.

Should the behaviour or actions persist, get help. Talk to someone you trust. Contain the situation, but don't suffer in silence.

IMPORTANT FRE REMINDER

Management is encouraging staff to complete their Work Plan Agreements for 2016 for continuity sake.

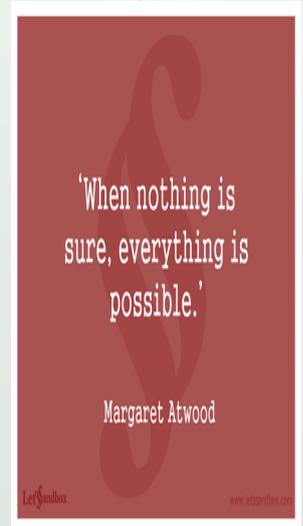
Staff members or whole departments that do not wish to engage in FRE for the 2016 Cycle, CANNOT BE DISCIPLINED as there is no formal agreement in place in this regard.



Give without expecting something in return

August is Diversity month @ NMMU

Workplace diversity is no longer confined to distinguishable physical characteristics or attributes. Diversity includes generational differences and variances in work styles, differences between one employee's philosophy about work compared to the philosophy and values of another employee. To achieve a positive and collaborative workforce, employers should begin with training that promotes mutual respect and alignment of professional goals, in spite of personal differences.



National Slipper day—5 August

Support the Reach for a dream foundation's initiative to raise funds for kids fighting life-threatening diseases. Buy a sticker at WIMPY or Pick 'n Pay outlets and wear your slippers to work tomorrow. Share your pics with nteu@nmmu.ac.za

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