

No place

for bullying, intimidation
and harassment.



We all deserve a safe and supportive working environment.

As members of the University of Cape Town, the Department of Paediatrics and Child Health and the Western Cape Government across all sites, **we commit ourselves** to the values and principles of the South African Constitution and acknowledge the right to **live, work and study** in an environment **FREE** of any form of discrimination and harassment.

We pledge to:

- Respect human dignity and diversity
- Promote equity, equal opportunity and fair treatment
- Eliminate harassment in any form at every level of institutional governance;
- Ensure that all perceived violations and complaints of harassment are considered seriously and dealt with in a manner that is fair, urgent, expeditious and consistent.

What do I do if I have experienced/witnessed/been part of harassment in any way?

You can exercise any of the following options.

1. Contact your line manager or Head of Department
2. Go to <http://bit.ly/2wxKJNx> to log an incident: You can enter your details here *if* you wish to be contacted.
3. There is an official harassment officer at each Paediatric site. Contact Ms Leandra Palmer for the relevant person at your site.
4. Use the harassment drop box at each site to post comments, note a concern or make suggestions.



This pledge is an initiative of the Transformation ACTION Group and is supported by the Department of Paediatrics and Child Health across all sites and the Management of the Red Cross War Memorial Childrens Hospital.