



Gender-Based Violence

The aim of this communication is to inform employees of the resources available to them if they feel unsafe or when they are confronted with the risk of violence or a threat to their rights or dignity.

Gender-based violence refers to violence that targets individuals or groups on the basis of their gender. This includes acts that inflict physical, mental or sexual harm or suffering, the threat of such acts, coercion, and other deprivations of liberty.

Domestic violence (also known as domestic abuse, spousal abuse, battering, family violence, dating abuse, and intimate partner violence (IPV)), is a pattern of behaviour which involves the abuse by one partner against another in an intimate relationship such as marriage, cohabitation, dating or within the family. Domestic violence can take many forms, including physical aggression or assault or threats thereof; sexual abuse; emotional abuse; controlling or domineering behaviour; intimidation; stalking; passive/covert abuse (e.g. neglect); and economic deprivation.

All employees and their dependents have access to the ICAS programme 24 hours a day. The programme can be accessed via the designated company toll-free number and provides the following support and advice:

1. Practical guidance from legal professionals on what to do when confronted with the threat of violence or if exposed to acts of violence or abuse. This includes arrangements for accommodation in shelters and places of safety provided by Government and non-profit organisations such as the SAPS' CPSO unit and POWA; guidance on reporting incidents to the police and obtaining interdicts and protection orders; information on the relevant laws and police procedures (e.g. the Harassment Act and the Children's Act, which states that reporting of sexual abuse of individuals 16 and younger is mandatory for adults); guidance on what to do if you are sexually assaulted, the provision of community resources available for additional support (such as POWA, Tears, Rape Crisis, Childline; the Shukumisa coalition) and projects such as Namola (Safety App); Memeza (Alarm); Bull Horn (panic button); My SOS SA etc.
2. Care facilitation. This includes guidance on how to appropriately assist others who disclose their abuse or what to do if a witness to the abuse of others; guidance on how to formally protect against the perpetrator (including assistance in reporting the incident to SAPS and Department of Social Development).
3. Assistance in exiting an abusive environment; medical advice from professional nurses following acts of violence and assault (e.g. the need for Post Exposure Prophylaxis); guidance on speaking out safely and measures that can be taken (where possible) to limit the risk of becoming a victim.
4. Professional counselling and support to assist with the emotional impact and trauma associated with exposure to acts of violence and abuse. This includes trauma counselling and ongoing recovery support. It also includes parent guidance, family support and couple counselling.

CONTACT YOUR EMPLOYEE WELLNESS PROGRAMME
ON TOLL-FREE: **0801 113 945**
OR DIAL ***134*905#** TO REQUEST A CALL BACK

