



# **PROJECT:** **BULLYING/ HARASSMENT IN THE WORKPLACE**

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*Bullying/harassment in the workplace is prevalent in South Africa and all forms of bullying/harassment fall within the Jurisdiction of the Employment Equity Act, and it constitutes unfair discrimination.*

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## **EXAMPLES OF BULLYING:**

- Unwelcome sexual advances.
- Physical intimidation.
- Undermining a worker by overloading and constant criticism.
- Exclusion or victimisation.
- Spreading of rumours.
- Gossiping.
- Sending of harsh e-mails.
- Belittling a person.
- Physical/verbal abuse.

- Unjustified criticism.
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## **SHAMING EFFECT OF BULLYING ON A PERSON:**

If a person is the victim of workplace bullying, this frequently leads to the following:

- Low self-esteem.
  - Anxiety.
  - Panic attacks.
  - Depression.
  - Mood changes.
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- Bullying in the workplace, unfortunately, affects not only the victim but also those who witness the incidents.
  - On the 18th of March 2022, the New Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace came into effect.
  - The Code applies to all Employers and Employees as provided by the Employment Equity Act.
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## **THE VICTIM'S RESPONSE:**

- Encourage Open Communication:
  - If you feel comfortable doing so, encourage the person being harassed to communicate their concerns to the harasser directly, expressing that their behaviour is unwelcome.
- Document the Incidents:
  - Keep a detailed record of each incident, including dates, times, locations, people involved, and any witnesses.
  - Document the behaviour and how it has affected the person.
- Review Company Policies:
  - Familiarise yourself with your company's policies on harassment.
  - Most organisations have policies in place to address such issues.
  - Check the employee handbook or speak with human resources to understand the procedures for reporting harassment.

- Speak with a Supervisor or Manager:
  - If you feel comfortable, consider discussing the issue with your supervisor or manager.
  - Provide them with the documented evidence and ask for their assistance in resolving the matter.
- Contact Human Resources:
  - If the issue persists or if you are uncomfortable discussing it with a supervisor, contact your human resources department.
  - They are trained to handle workplace issues and can guide you through the appropriate procedures.
- Follow company protocol and reporting procedures to address the issue.
  - This may involve filing a formal complaint, participating in an investigation, or attending a mediation session.
- Once a person reports a case of harassment, the employer is obliged to investigate, and if necessary, disciplinary action must be instituted against the perpetrator.
- In the event that the matter cannot be resolved, the matter must be referred to the CCMA (Commission for Conciliation, Mediation and Arbitration).
- If a resolution is not reached at the CCMA, the matter will be referred further to the Labour Court.

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### **CCMA CONTACT DETAILS:**

Contact number: 0861 161 616/0860 666 348

Email: [info@ccma.org.za](mailto:info@ccma.org.za)

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*Visit our Facebook page and our website for other current projects:*

- <https://www.facebook.com/MikeBolhuisOfficial>
- <http://www.mikebolhuis.co.za>

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*Specialised Security Services invites the public to the Mike Bolhuis Daily Projects WhatsApp Group.*

*This group is important in delivering insights into the latest crime trends, awareness, warnings and the exposure of criminals.*

## **HOW TO JOIN THE MIKE BOLHUIS DAILY PROJECTS WHATSAPP GROUP:**

- Simply follow the link to our dedicated WhatsApp group: <https://chat.whatsapp.com/Ew1H1dbUR988qoG8gei2sE>
- "JOIN" to ensure you never miss our daily updates.
- You will receive automatic notifications as soon as a new project is placed.
- Please share this with family, friends and colleagues.

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***ALL INFORMATION RECEIVED WITH REGARD  
TO THE PROJECTS WILL BE TREATED IN THE  
STRICTEST CONFIDENTIALITY AND  
EVERY IDENTITY WILL BE PROTECTED.***

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***You may forward this document.***

Regards,

Mike Bolhuis  
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**EXTREMELY IMPORTANT:** All potential clients need to be aware that owing to the nature of our work as specialist investigators there are people who have been caught on the wrong side of the law - who are trying to discredit me - Mike Bolhuis and my organisation Specialised Security Services - to get themselves off the hook.

This retaliation happens on social media and creates doubt about our integrity and ability. Doubt created on social media platforms is both unwarranted and untrue.

We strongly recommend that you make up your minds concerning me and our organisation only after considering all the factual information - to the exclusion of hearsay and assumptions.

Furthermore, you are welcome to address your concerns directly with me should you still be unsatisfied with your conclusions. While the internet provides a lot of valuable information, it is also a platform that distributes a lot of false information. The distribution of false information, fake news, slander and hate speech constitutes a crime that can be prosecuted by law. Your own research discretion and discernment are imperative when choosing what and what not to believe.

**STANDARD RULES APPLY:** Upon appointment, we require a formal mandate with detailed instructions. Please take note that should you not make use of our services – you may not under any circumstance use my name or the name of my organisation as a means to achieve whatever end.

**POPI ACT 4 of 2013 South Africa:** Mike Bolhuis' "Specialised Security Services" falls under Section 6 of the act. Read more here: <https://mikebolhuis.co.za/popi-act-4-of-2013-section-6-mike-bolhuis/>

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**SSS TASK TEAM:**

<https://mikebh.link/sss-task-team>

**SSS CYBERCRIME UNIT:**

<https://mikebh.link/sss-cyber-team>



crimes. So that you can inform and protect your loved ones and everyone you know.

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