CARE NET CONSULTANTS
Your Partner in Workplace Health

FREE GUIDE FOR EMPLOYERS
2026 EDITION

AWARENESS PACK · 25 NOVEMBER TO 10 DECEMBER

16 DAYS OF ACTIVISM WORKPLACE PACK

Preventing gender-based violence and harassment at work



> 2026 theme: Letsema: Men, Women, Boys and Girls working together to end Gender-Based Violence and Femicide (GBVF).[1]

The 16 Days of Activism for No Violence Against Women and Children run from 25 November to 10 December 2026.[1,2] About 1 in 3 women worldwide have experienced physical or sexual violence, and the harm to health lasts long after the violence ends.[3] Violence at home follows people to work, and harassment at work is the employer's legal concern. This pack gives you the facts, the legal footing, a checklist and a poster with the 24-hour helpline for the notice board.

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General health information only, not medical advice. Speak to a healthcare professional about your own health.

GENDER-BASED VIOLENCE, AND WORK

Figures from the World Health Organization, with South African government helpline details. Use them in toolbox talks, with the source alongside.

1 IN 3

women worldwide, about 840 million, have experienced physical or sexual violence by a partner or sexual violence by a non-partner.[3]

16 DAYS

from 25 November to 10 December: the national campaign for no violence against women and children.[1]

24 HOURS

a day, 7 days a week: the Gender-Based Violence Command Centre, staffed by social workers.[4]

0800 428 428

is the GBV Command Centre emergency line. Dial *120*7867# to request a social worker call back.[4]

HELP, 24 HOURS A DAY

The GBV Command Centre is open day and night and can refer calls to SAPS and to social workers.[4]

1. Call 0800 428 428
2. Dial *120*7867# for a call back
3. Disabilities: SMS 'help' to 31531
4. One incident can be harassment
5. Harassment is unfair discrimination
6. Violence harms mental health

WHAT EVERY TEAM SHOULD KNOW

The harm is to health

Violence against women can lead to depression, post-traumatic stress, anxiety and sleep difficulties, as well as injuries.[3]

Harassment is discrimination

Harassment on grounds such as sex, gender or sexual orientation is a form of unfair discrimination.[5]

One incident can be enough

Harassment can be persistent or a single incident that is harmful, demeaning or humiliating.[5]

Working together

The 2026 theme, Letsema, calls on men, women, boys and girls to work together to end GBVF.[1]

IN PRACTICE · A RETAIL STORE IN SOWETO

A cashier tells her manager that her partner has threatened her and she is scared to go home after the late shift. The manager listens without judging, keeps it private, gives her the GBV Command Centre number and changes her roster so a colleague walks with her to the taxi rank.[4,6]

Letsema: working together. A workplace that takes harassment seriously, listens without judgement and knows where to refer people is part of ending gender-based violence and femicide.[1,5]

Small red numbers refer to the sources on the last page.

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WHAT THE LAW ASKS OF YOU

Harassment at work is governed by the Employment Equity Act and the Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace, 2022.

LAW	WHAT IT ASKS OF THE EMPLOYER
Employment Equity Act 55 of 1998, section 60	Employers must take proactive and remedial steps to prevent all forms of harassment, including assessing the risk employees face at work.[5]
Harassment Code, 2022	Employers should adopt a harassment policy and communicate it, and take a zero-tolerance approach to harassment.[5]
Harassment Code, vicarious liability	If an employer fails to act on a harassment complaint, it can be held liable for the employee's conduct, even for a single incident.[5]
Employment Equity Act, section 6(1)	Harassment on any listed ground, including sex, gender, sexual orientation and HIV status, is unfair discrimination.[5,7]
POPIA, sections 19, 26 and 27	A disclosure of violence or harassment is sensitive. Keep it confidential, and share it only as far as the response requires.[6]

IF SOMEONE DISCLOSES: THREE STEPS

1 LISTEN

Listen without judging and keep what you hear confidential.[5]

2 REFER

Share 0800 428 428 or *120*7867#. The Command Centre refers to SAPS and social workers.[4]

3 ACT AND PROTECT

Act on any complaint at work under the policy, and protect the person from reprisals.[5]

FIVE WORKPLACE ACTIONS

Check your policy
Make sure your harassment policy covers gender-based harassment, explains how to complain and names the sanctions.[5]

Assess the risk
Consider where workers may face harassment, including late shifts, isolated work and travel.[5]

Train managers to respond
A complaint must be acted on. Managers should listen, keep it confidential and follow the policy.[5]

Put the helpline everywhere
Display 0800 428 428 and *120*7867# where people can note them privately.[4]

Mark the 16 Days
Use the poster and a toolbox talk between 25 November and 10 December.[1]

IN PRACTICE · A TRUCKING DEPOT IN PIETERMARITZBURG

Drivers on overnight routes said they felt unsafe at some stops. The depot manager adds these routes to the harassment risk assessment, pairs new drivers for late runs and puts the Command Centre numbers inside each cab, where drivers can note them privately. The toolbox talk falls in the 16 Days.[1,4,5]

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YOUR ONE-PAGE CHECKLIST

Work through it with HR and your health and safety representative. Tick what is in place; anything unticked becomes your plan for the year.

A CLEAR POLICY

- [ ] We have a written harassment policy that covers gender-based harassment.
- [ ] The policy has been communicated to every employee.
- [ ] Workers know how to raise a complaint, including outside their reporting line.
- [ ] The policy names the disciplinary sanctions for harassment.

MANAGERS WHO ACT

- [ ] Managers are trained to act on complaints promptly and confidentially.
- [ ] We have assessed the risk of harassment, including late shifts and isolated work.
- [ ] Complainants are protected from reprisals.

SUPPORT AND PRIVACY

- [ ] The GBV Command Centre number is displayed where people can note it privately.
- [ ] Managers know how to refer a worker who discloses violence at home.
- [ ] Disclosures are kept confidential and shared only as far as needed.
- [ ] Leave or flexible hours are considered for workers dealing with violence.
- [ ] The 16 Days poster is up, and a toolbox talk is booked before 10 December.

OUR ACTIONS FOR THE NEXT 12 MONTHS

_____

_____

_____

Completed by _____ Date _____ Next review _____

General health information only, not medical advice. Speak to a healthcare professional about your own health.

25 NOVEMBER TO 10 DECEMBER · 16 DAYS

YOU ARE NOT ALONE. HELP IS 24/7.



1

SPEAK OUT

Tell someone you trust, or call the GBV Command Centre.

2

GET HELP

Call 0800 428 428 any time, or dial *120*7867# for a call back.

3

REPORT IT

Harassment at work must be dealt with. Use our policy to report it.

HELP, ANY TIME OF DAY OR NIGHT

- Call 0800 428 428
- Dial *120*7867#
- SMS 'help' to 31531
- Report harassment at work
- Kept confidential

GBV Command Centre, 24 hours **0800 428 428** Persons with disabilities: SMS **31531** In danger right now? Call 10177, or 112 from a cellphone.

To report harassment at work, speak to: _____

LETSEMA: WORKING TOGETHER TO END GBVF.

Sources: GBV Command Centre (Department of Justice and Constitutional Development); South African Government 16 Days 2026; Harassment Code, 2022; Western Cape Government emergency numbers.

CARE NET CONSULTANTS
Your Partner in Workplace Health

General health information only, not medical advice. Speak to a healthcare professional about your own health.

HOW CARE NET CAN HELP

Care Net runs occupational health programmes for employers: medicals and certificates of fitness at our fixed clinics, or with a mobile clinic at your site. For help with gender-based violence, the GBV Command Centre on 0800 428 428 is the first call.[4,8,9]



Our nurses and mobile units come to your site, from 10 employees.[9]

4 FIXED CLINICS

Walk-ins welcome. Busiest 8am to 2pm; afternoons are quieter. Saturdays for booked groups of more than 10.[8]

16 MOBILE CLINICS NATIONWIDE

A mobile clinic at your gate from 10 employees, six days a week, Monday to Saturday.[9]

ON SITE AND AT OUR CLINICS

- **On-site HIV counselling and testing**
  At workplace wellness days, Care Net offers on-site HIV counselling and testing: voluntary and confidential, with counselling before and after the test.[10]

OUR FIXED CLINICS[8,12]

Midrand
875 16th Road Midrand, Unit 2 Alphen Square North, Randjespark, Midrand, 1684
+27 60 070 2723

Elandsfontein
Cnr North Reef & Atlas Road, Shop 1 Delmond Centre, Elandsfontein, 1601
+27 60 070 2723

Brackenfell, Cape Town
Cnr Kruis & Capricorn Way, Unit 15 Reserve 1, Western Cape, 7560
+27 60 070 2723

Gqeberha
40 6th Road, Newton Park, Gqeberha, 6045
+27 60 070 2723

GET IN TOUCH

Request a quote	carenetconsultants.co.za/forms/quote-request.html
Book medicals	carenetconsultants.co.za/forms/booking-request.html
Call or WhatsApp	+27 60 070 2723 | api.whatsapp.com/send/?phone=27600702723
Email	salesdesk@carenetconsultants.co.za[11]

Ambulance from a landline **10177**

Emergency from a cellphone **112**

In a medical emergency, call these first. Care Net clinics are not emergency services.[13]

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SOURCES

Accessed 24/11/2026. Health figures come from the named organisations; legal points are summarised from the Acts and Codes themselves; Care Net details come from carenetconsultants.co.za. Photographs show the Care Net team at work. Illustrations are drawn for Care Net.

1. South African Government: 16 Days of Activism for No Violence Against Women and Children 2026. https://www.gov.za/16DaysOfActivism2026
2. National Department of Health: 2026 Health Awareness Calendar. https://www.health.gov.za/wp-content/uploads/2026/01/Health-Awareness-Calendar-for-2026-Final.pdf
3. World Health Organization: Violence against women fact sheet. https://www.who.int/news-room/fact-sheets/detail/violence-against-women
4. Department of Justice and Constitutional Development: Gender-Based Violence Command Centre. https://justice.gov.za/vg/GBV.html
5. Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace (GN 1890, GG 46056, 18/03/2022), Department of Employment and Labour edition. https://www.labour.gov.za/DocumentCenter/Code%20of%20Good%20Practice/Employment%20Equity/Prevention%20and%20elimination%20harassment%20in%20the%20workplace-English%20version.pdf
6. Protection of Personal Information Act 4 of 2013, sections 19, 26 and 27 (gov.za). https://www.gov.za/sites/default/files/gcis_document/201409/3706726-11act4of2013protectionofpersonalinforcorrect.pdf
7. Employment Equity Act 55 of 1998, section 6(1) (SAFLII consolidated text). https://www.saflii.org/za/legis/consol_act/eea1998240/
8. Care Net Consultants: Fixed clinics and clinic addresses. https://carenetconsultants.co.za/fixed-clinics.html
9. Care Net Consultants: Mobile clinics. https://carenetconsultants.co.za/mobile-clinics.html
10. Care Net Consultants: service confirmed by Care Net management on 24/11/2026 (on-site HIV counselling and testing at workplace wellness days); not yet listed on carenetconsultants.co.za.
11. Care Net Consultants: Contact us. https://carenetconsultants.co.za/contact.html
12. Care Net Consultants: Occupational health clinic Gqeberha (40 6th Road, Newton Park). https://carenetconsultants.co.za/occupational-health-clinic-gqeberha.html
13. Western Cape Government: Know who you can call in an emergency (ambulance 10177, cellphone emergency 112). https://www.westerncape.gov.za/know-who-you-can-call-emergency

This pack is general information for employers. It is not legal or medical advice. Read the Acts, Codes and regulations for the full requirements, and speak to a qualified practitioner about individual health concerns. Worker health information is special personal information under POPIA: keep it confidential and share fitness outcomes, not diagnoses.

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