



OPPIKAMPUS
STUDENT ACCOMMODATION

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Tel 018 285 7400

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Address 76 Steve Biko Street
Potchefstroom

Postal address P O Box 19673
Noordbrug, 2522

SEXUAL HARASSMENT POLICY
Reference number

OPK01-25

ACCOUNTABLE MANAGER

General Manager

Policy owner

Dynamic Lifestyle Investments t/a as
Oppikampus Student Accommodation

Responsible section

Human Relations

Status

Approved

Approved by

Management

Date of approval

15 February 2025

Date of amendments

Review date

November 2025

SEXUAL HARASSMENT POLICY

Preamble

Oppikampus' s focus is always to create an environment that is safe and conducive for students within the Private Accommodation sector. We strive to be the best Student Accommodation in Potchefstroom by setting the example and working in collaboration with stakeholders to ensure that the student is safe and comfortable within our framework.

- Please note that it is important to understand that **no relationship is permitted between any employee or temporary employee of Oppikampus Student Accommodation and any student** from NWU, Vuselela College, Eduvos, CTU, Potchefstroom Academy, or any other approved training institution **while such students are residing in any residence managed by Oppikampus Student Accommodation.**

The names of the residences are as follows:

- Sofia
- The Bell
- Baccalaureus
- Unigardens
- The Graduate

1 INTERPRETATION AND APPLICATION

1.1 This policy must be interpreted and applied in a manner consistent with the:

- 1.1.1 Constitution of the Republic of South Africa, 1996.
- 1.1.2 Higher Education Act, 101 of 1997.
- 1.1.3 Reference to the Statute of the North-West University (2017) (the statute);
- 1.1.4 Labour Relations Act, 66 of 1995.
- 1.1.5 Protection from Harassment Act, 17 of 2011.
- 1.1.6 Employment Equity Act, 55 of 1998; and
- 1.1.7 Basic Conditions of Employment Act, 75 of 1997.

1.2 This policy must be interpreted and applied in conformity with all other relevant policies, House rules, guidelines, and rules of the Oppikampus.

2 DEFINITIONS

In this Policy, Sexual Harassment has the meaning defined in section 1 of the Protection from Harassment Act, 2011.

3 POLICY STATEMENT

It is the policy of Oppikampus to –

- 3.1 Provide for a comprehensive policy, procedures, and guidelines to establish uniform standards for dealing with sexual harassment, applicable to all components of Oppikampus as a Private Student Accommodation provider.
- 3.2 Ensure fairness, equity, consistency, objectivity, legitimacy, confidentiality, and transparency when dealing with allegations of sexual harassment.
- 3.3 Ensure that Oppikampus creates and maintains an environment that respects human dignity.
- 3.4 Enable all managers, employees, and students of Oppikampus to contribute to creating a climate in which victims of sexual harassment will not feel that their grievances are ignored or trivialised, or fear reprisals.
- 3.5 Ensure that management, employees, and students refrain from committing acts of sexual harassment.
- 3.6 Provide management, employees, and students with a role to play in contributing towards creating and maintaining an environment in which sexual harassment is unacceptable.



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- 3.7 enable management to ensure that persons such as suppliers, potential new applicants, contractors, clients, employees, and others who have dealings with Oppikampus are not subjected to or instigate sexual harassment at any of the Premises under the Management of Oppikampus.

Allow any person who is subjected to sexual harassment by persons referred to in 3.7 to file a complaint through Oppikampus internal structures and procedures.

- 3.8 Ensure that management takes appropriate action in accordance with this policy when instances of sexual harassment are brought to its attention.
- 3.9 Ensure that sexual harassment is not tolerated or condoned.
- 3.10 Provide all employees, students, and other persons who are dealing with Oppikampus the right to be treated with fairness without any form of sexual harassment.
- 3.12 Maintain an effective, efficient, safe, and healthy environment free from any form of sexual harassment.
- 3.13 Deal with allegations of sexual harassment in a serious, expeditious, sensitive, and confidential manner.
- 3.14 Use fair practices to correct behaviour, not only to punish or dismiss those accused of sexual harassment; and
- 3.15 Protect persons such as employees, students, suppliers, potential new applicants, contractors, clients, and others who have dealings with Oppikampus against victimisation, retaliation for lodging vexatious grievances, and false accusations.

4 FORMS OF SEXUAL HARASSMENT

For this policy, "sexual harassment" is understood to include the following:

4.1 Physical forms of sexual harassment

Physical conduct of a sexual nature, such as unwanted physical contact, ranging from touching to sexual assault and rape, and includes a strip search by or in the presence of the opposite gender.

Employee to student relationships:

- Whether you are a permanent employee and/or a temporary employee of Oppikampus, you are prohibited from having any form of relationship with any student residing in any of the following residences: My Molen, Unigardens, The Hockey Club, The Graduate, Mooirivier Apartments, Baccalaureus, Moozicht Manor & Cottage, Sofia, The Bell, and The Oaks.

- Regardless of whether you are a permanent or temporary employee, any form of relationship with a student is prohibited. In cases where a relationship existed before employment at Oppikampus Student Accommodation, such a relationship must be disclosed to management.

4.2 Verbal forms of sexual harassment

Verbal forms of sexual harassment include unwelcome innuendos, suggestions, and hints, sexual advances, comments with sexual overtones, sex-related jokes or insults or unwelcome graphic comments about a person's body made in their presence or directed toward them, unwelcome and inappropriate enquiries about a person's sex life, and unwelcome whistling directed at a person or group of persons.

4.3 Non-verbal Forms of sexual harassment

Non-verbal forms of sexual harassment include unwelcome gestures, indecent exposure, and the unwelcome display of sexually explicit pictures and objects.

4.4 Visual forms of sexual harassment

Visual forms of sexual harassment include exhibiting pornographic photos, comics, objects, etc. that create a hostile environment.

4.5 Quid pro quo forms of harassment

Quid pro quo harassment occurs when an owner, employer, supervisor, member of management, or co-employee **undertakes or attempts to influence** an employee's or job applicant's employment conditions—such as appointment, promotion, training, discipline, dismissal, salary increases, or other benefits—in exchange for sexual favours.

Where an employee, supervisor, or member of management undertakes or attempts to influence a student's marks, acceptance into residences, team selection for sporting activities, or any other benefit in exchange for sexual favours.

4.6 Sexual favouritism

Sexual favouritism exists where a person in a position of authority rewards only those who respond to sexual advances made by that person, while other deserving employees and/or students who **do not** submit to such sexual advances are denied such benefits, for example, promotions, merit ratings, salary increases, acceptance into residences, or similar advantages.



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5 RULES

- 5.1 All line management must implement this policy and take appropriate action against any person accused of sexual harassment.
- 5.2 Action taken by a line manager in compliance with this policy must be done in conjunction with the People and Management, as well as with the assistance of a contracted Labour representative, as per the Stakeholder agreement.
- 5.3 The implementation of the policy must be undertaken in a manner that is consistent and substantively and procedurally fair regarding labour and administrative practices.
- 5.4 The policy must be in accordance with all regulations, and amendments must be kept up to date to ensure that no deviation from the policy is possible and that the policy is sustainable and accurate in accordance with Oppikampus Student Accommodation policies and regulations.
- 5.5 Also take note of the fact that this policy is in line with the NWU policies and procedures, and that a good relationship exists between the two parties, which means there is collaboration between the parties in respect of changes and regulations.

ANNEXURE 1

Sexual harassment will have the same definition as per the Protection of Harassment Act (17 of 2011) and means any:

- a) *Unwelcome sexual attention from a person who knows or ought reasonably to know that such attention is unwelcome.*
- b) *Unwelcome explicit or implicit behaviour, suggestions, messages, or remarks of a sexual nature that have the effect of offending, intimidating, or humiliating the complainant or a related person in circumstances, which a reasonable person, having regard to all the circumstances, would have anticipated that the complainant or related person would be offended, humiliated, or intimidated.*
- c) *Implied or expressed promise of reward for complying with a sexually oriented request.*
- d) *Or implied or expressed threat of reprisal or actual reprisal for refusal to comply with a sexually oriented request.*