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1 July 2019

The Chief Executive Officer
South West Gauteng College
Dobsonville
Johannesburg

Dear Mr. Nkosi

Re: Sexual harassment, verbal abuse and bullying of women at the South West College in Dobsonville

The Wise Collective, dba Wise 4 Afrika, (WISE) is an advocacy organization that is driving **women inspired solutions for empowerment** and seeks to advance a feminist agenda to address gender inequalities. Inspired by and emerging from the movement of thousands of women who marched on August 1, 2018 to protest against gender based violence in South Africa, **we are determined in our resolve to address and arrest gender based violence and femicide (GBVF) wherever and whenever it exists.** Central to our mission is ensuring that womxn of South Africa can enjoy their constitutional right to safety.

Sexual harassment is not simply about the misbehaviour of a few misguided or malicious individuals. The prevalence and persistence of sexual harassment together with widespread impunity of perpetrators, manifest a systemic, structural problem linked to broader social, economic and political distributions of power that vest authority, decision making and belief in men.

We are in receipt of a grievance memorandum signed by five staff members of the College against a fellow male colleague and which memorandum was handed over to the management of the College on the 29 April 2019. Their grievances range from verbal abuse, bullying, sexist remarks, humiliation and sexual harassment. In the memorandum the victims demanded an impartial disciplinary action be taken against the perpetrator and an immediate wellness psychotherapy intervention, however to date no action has been taken against the perpetrator and as such the complainants are expected to interact and be productive in an environment that has caused them harm in the form of emotional distress, sleeplessness and anxiety.

The Wise Collective calls on the College management to institute swift disciplinary action against the perpetrator without any further delays failing which the Wise Collective will mobilize mass action against the College management. We further call on the College

management to institute a wider probe into the prevalence of sexist and discriminatory practices against women and sexual harassment in the workplace.

We expect the College to work towards changes in social norms and the hearts and minds of individuals to erase discrimination, with human rights and equality at the centre of all efforts. The College must adopt a comprehensive approach to ensure that every effort is made to prevent bullying, abuse and violence before it occurs.

We trust you will treat this matter with the urgency it requires and look forward to hearing from you soon.

Sincerely,



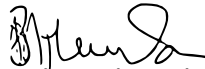
Brenda Madumise-Pajibo



Pinky Mgobozi



Onica Nonhlanhla Makwakwa



Sibongile Mthembu

Wise 4 Afrika Directors

#FeministsAtWork