



# STOP GENDER-BASED VIOLENCE

---

Date **30 09 2020**  
Approved:

Council DC ????/??/??  
Resolution (DC  
No):

# Contents

1. Introduction.....	3
2. Legal Framework.....	6
3. Policy Statement.....	7
4. Definitions.....	7
5. Purpose of this Policy.....	8
6. Scope of this Policy.....	8
7. Goals & Objectives.....	9
8. Policy Principals.....	9
8.1 Employee Assistance Programme (EAP) & Committee.....	10
8.2 Matters of Confidential Nature.....	11
8.3 Work Performance.....	11
8.4 Preventative measures.....	11
8.5 Allegation of abuse within the workplace.....	12
8.6 Allegations of abuse outside of the workplace.....	12
8.7 Malicious allegations.....	12
8.8 District Men’s Parliament.....	13
9. Implementation Plan.....	14
10. Policy Review.....	17
11. References.....	17
12. Acknowledgement & Approval.....	18
This document was signed on the _____ of _____ 20__.	
_____ <b>Municipal Manager</b> .....	18
_____.....	18
13. Annexure 1.....	18

# 1. Introduction

Garden Route District Municipality, as an employer, has a duty to provide a safe working environment and to provide support to all employees, men and women, who are victims of gender-based violence.

The United Nations defines violence against women as any act of gender-based violence that results in, or is likely to result in, physical, sexual, or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.

Gender-based violence is both a human rights and public health issue which not only affects the individual but has an impact on their families and communities. The health consequences of gender-based violence include injuries such as unwanted pregnancies, sexually transmitted diseases, pelvic pain, urinary tract infections, pregnancy complications and other chronic conditions. Mental health impacts for survivors of gender-based violence include post-traumatic stress disorder (PTSD), depressions, anxiety, substance misuse, self-harm and suicidal behaviour and sleep disturbances. In addition, a survivor of Gender-based violence may also face stigma and rejection from the community and their families.

Gender-based violence jeopardises the lives and safety of countless people worldwide. It ranges from offensive or threatening language to homicide, and often results in serious injuries, disability or death. Regardless of where it occurs, gender-based violence violates the victim's human rights. When it impacts the workplace, it compromises the safety of both the victim and the victim's co-workers and can result in productivity loss. GRDM is committed to full compliance with all applicable laws of Gender-based violence, to providing a workplace in which employees who are victims have the support they need at work to address violence in their lives, and to promoting the health and safety of all GRDM's employees.

Societies free of GBV do not exist, and South Africa is no exception. Although accurate statistics are difficult to obtain for many reasons (including the fact that most incidents of GBV are not reported), it is evident South Africa has particularly high rates of GBV, including VAWG and violence against LGBT people.

Population-based surveys show very high levels of intimate partner violence. **Intimate partner violence (IPV)** IPV is the most common form of GBV and includes physical, sexual, and emotional abuse and controlling behaviors by a current or former intimate partner or spouse, and can occur in heterosexual or same-sex couples) and non-partner sexual violence. **Sexual violence (SV)** Sexual violence is "any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to traffic, or otherwise directed, against a

person's sexuality using coercion, by any person regardless of their relationship to the victim, in any setting, including but not limited to home and work.") in particular, with IPV being the most common form of violence against women.

1. Whilst people of all genders perpetrate and experience intimate partner and or sexual violence, men are most often the perpetrators and women and children the victims
2. Between 25% and 40% of South African women have experienced sexual and/or physical IPV in their lifetime
3. Just under 50% of women report having ever experienced emotional or economic abuse at the hands of their intimate partners in their lifetime
4. Prevalence estimates of rape in South Africa range between 12% and 28% of women ever reporting being raped in their lifetime
5. Between 28 and 37% of adult men report having raped a women
6. Non-partner SV is particularly common, but reporting to police is very low. One study found that one in 13 women in Gauteng had reported non-partner rape, and only one in 25 rapes had been reported to the police
7. South Africa also faces a high prevalence of gang rape
8. Most men who rape do so for the first time as teenagers and almost all men who ever rape do so by their mid-20s
9. There is limited research into rape targeting women who have sex with women. One study across four Southern African countries, including South Africa, found that 31.1% of women reported having experienced forced sex
10. Male victims of rape are another under-studied group. One survey in KwaZulu-Natal and the Eastern Cape found that 9.6% of men reported having experienced sexual victimization by another man

There are different forms of Gender-based violence and all these types of violence are gendered in nature because of how gendered power inequalities are entrenched in our society.

**Violence against women and girls (VAWG)** - This type of violence is disproportionately directed against women and girls.

**Violence against the LGBTIQ community** – Gender-based violence is often experienced by people who are seen as not conforming to their assigned gender roles as perceived by society such as lesbian, gay, bisexual, transgender and or intersex individuals.

**Intimate partner violence (IPV)** – This is the most common form of gender-based violence and includes physical sexual, emotional abuse and controlling behaviours by a current or former intimate partner or spouse, and this can occur in heterosexual or same-sex relationships.

**Domestic violence (DV)** – Domestic violence refers to violence which is carried out by partners or family members. As such DV can include IPV but also encompasses violence against children or other family members.

**Sexual violence (SV)** – Sexual violence is any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to traffic, or otherwise directed, against a person's sexuality using coercion by any person regardless of their relationship to the victim, in any setting, including but not limited to home or work.

The drivers of GBV and femicide are a complex interplay of factors that act at individual, relationship, community and societal level, driven by social and political forces. Gender norms and discrimination have consistently been reported, in South Africa and other global settings, as the key driver of GBV. These pervasive patriarchal norms promote the use of violence as acceptable social practices and feed into:

- Ideas of masculinity that are centred on male control of women, male sexual entitlement, inequitable gender attitudes, risk taking and antisocial behaviour, and
- Ideas about femininity that promote women's subordination to men encourage them to be complicit with violence and the subjugation of women and expectations on women to acquiesce to male partners' sexual desire and needs.

Social and gender norms associated with GBV victimisation of women and perpetration by men are strongly connected with men who believe that their ability to demonstrate control of women is essential to their self-evaluation, as such, men are much more likely to be violent towards women who conform to the subordinate and subservient position with respect to men.

Research also shows that exposure to violence and the ideas that tolerate violence begin in childhood through how children are socialised across all settings (i.e. home, school, communities) which are reinforced by the media. The bond between the primary caregiver (e.g., mother) and child is integral to how children form later relationships with peers, partners and their own children. When a baby does not have a healthy bond with its caregiver, is neglected, or exposed to violence, their ability to have healthy relationships is disrupted, sometimes for generations, and their chance of being a victim or perpetrator of violence in adulthood is therefore increased. Childhood adversities including, physical, emotional and sexual abuse as well as neglect has been shown as a

consistent driver of experiences of violence during adulthood in South Africa and other global settings.

South Africa has amongst the highest levels of alcohol consumption across the globe, and harmful drinking such as heavy episodic drinking is a common occurrence. Its associations with interpersonal violence, crime, health and harmful behaviours resulting in detrimental social impacts are well documented. It is therefore no surprise that both men and women's use of alcohol are associated with GBV, but the relationship between women's use of alcohol and their vulnerability to being abused is complex. Also, alcohol has a bidirectional relationship between GBV and mental ill-health. For example, traumatic stress due to GBV may cause poor mental health and alcohol may be consumed to cope and deal with the consequences of the abuse. Similarly, this very use of alcohol may also increase the likelihood of abuse from a partner.

How and why pandemics such as Covid-19 affect Gender-based Violence

- a) The economic strain of lockdowns
- b) Exposure to exploitive relationships
- c) Social isolation and the absence of regular social interactions with family and friends who normally might provide support and protection against an abusive partner
- d) Perpetrators might restrict access to services for psychosocial support or help
- e) Household stress increases the likelihood of intimate partner violence

## 2. Legal Framework

The policy acknowledges the following legal documents, policies, and gender development plans of South Africa.

- Constitution of the Republic of South Africa (Act No 108 of 1996)
- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) ratified by SA in 1995.
- Beijing Declaration and Platform for Action (1995)
- Domestic Violence Act (DVA) (1998)
- Sexual Offences Act (2007)
- SADC Declaration on Gender Development and Addendum on Violence against Women
- Labour Relations Act (1996)
- The Basic Conditions of Employment Act (1998)
- Employment Equity Act (1999)
- Skills Development Act (1999)
- The White Paper on Local Government (1998)

- Local Government Municipal Systems Act (Act No 32 of 2000)
- South African's National Policy Framework for Women's Empowerment and Gender Equality (2002)

### 3. Policy Statement

This policy exists to address the behaviour of employees within the employ of Garden Route District Municipality (GRDM). It seeks to eliminate, prevent and address cases of gender-based violence in any form, whether as an act of workplace violence or as it occurs in an employee's personal life.

The position of GRDM is that abuse against any human being, with an emphasis on women and children who have been affected the most, will not be tolerated in any form or shape, be it physical or verbal.

On a National Government sphere, a five-point emergency plan has been devised to address GBV in South Africa. The five points include:

- To prevent GBV
- To strengthen the criminal justice system
- To enhance legal and policy frameworks
- To ensure adequate care, support and healing for victims of violence
- To improve the economic power of women.

Gender-based violence is considered a global pandemic that affects approximately 35% of women worldwide. It is also important to note that a significant number of gender-based violence victims are physically or emotionally unable to report their cases as they feel unsafe in doing so and therefore unfortunately the statistics on gender-based violence are in reality higher.

### 4. Definitions

**Abuser** refers to person who perpetrates gender-based violence

**Discrimination** is the direct or indirect unjust or prejudicial treatment of different categories of people, especially on the grounds of race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language and birth.

**Domestic Violence** According to South African law, includes physical abuse; sexual abuse; emotional, verbal and psychological abuse; economic abuse;

intimidation; harassment; stalking; entry into the complainants' residence without her consent or any other controlling or abusive behaviour taking place in domestic relationships

**Expression** refers to Feminine, Androgynous, and Masculine

**Gender** refers to the comparative relational or differential roles and responsibilities of men and women that are created in our families, society and cultures. Gender is not the same as sex.

**Identity** refers to woman, gender-queer or man

**LGBTQIA+** is the Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and other sectors of society

**Orientation** refers to Heterosexual, Bisexual, and Homosexual

**Sex** refers to the biological or anatomical characteristics that a person is born with and is usually determined on the basis of the appearance of external genitalia, namely a vagina to denote female and a penis and testes to denote male. Sex is also a synonym for sexual intercourse, which includes penile-vaginal sex, oral sex, and anal sex. Intersex is a general term used for a variety of conditions in which a person may be born with a reproductive or sexual organ that does not fit the typical definition of male or female.

**Sexual Harassment:** Behaviour characterised by the making of unwelcome and inappropriate sexual remarks or physical advances in a workplace or other professional or social situation.

**Victim** refers to whom an abuser directs gender-based violence to

## 5. Purpose of this Policy

The application of this policy will ensure Garden Route District Municipality demonstrates its commitment to assisting employees who are/have been victims of gender-based violence and for action to be taken against those who have committed acts of violence against others.

## 6. Scope of this Policy

The policy is applicable to all employees including contract workers, interns and service providers irrespective of the position they hold and does not discriminate

at any level. Where gender-based violence imposes upon the workplace action will be safeguard the workplace in accordance with GRDM's health and safety responsibilities towards its employees.

The application of this policy and its attendant procedures will be monitored in line with changes in legislation and will be reviewed and consulted upon as and when necessary.

## 7. Goals & Objectives

This policy will strive to ensure the following:

- a. Confidential and sympathetic handling of situations arising from gender-based violence
- b. Raising awareness about gender-based violence as a serious health and social issue and highlighting its hidden nature and the impact on those affected by it
- c. Assist and support employees requesting assistance in addressing problems arising from gender-based violence
- d. Equal application to male and female employees throughout GRDM
- e. Project a clear signal that the actions of employees who perpetrate abuse within or outside work is unacceptable and will not be tolerated
- f. Provide a framework for addressing the behaviour of employees who may be perpetrators of abuse and who may pose a risk to other employees within the context of their work

## 8. Policy Principals

The principles and values of this policy reflect those within other GRDM policies, which value all employees and acknowledges that all employees have the right to work in an environment that are safe, promotes equality and encourages employees to treat each other with respect. The policy is constructed on the following guiding principles:

- a) The Constitution of South Africa should be used as a guiding document to ensure equality of all persons regardless of race, age, sex, sexual orientation, gender expression, sexual identity.
- b) Rights of women, disabled and LGBTI people must receive the attention and respect it requires.

- c) Gender justice and sensitivity must be included as a principle that guides employee succession.
- d) Fairness in the treatment of different categories of gender.

This policy is underpinned by these above mentioned legislation and will uphold GRDM has an ethical and legal responsibility to:

- a) Take reasonable steps to promote equality and reduce the risk of Gender-based violence
- b) Take action where incidents occur or allegations of abuse are raised
- c) Support individuals experiencing gender-based violence by facilitating access to professional services where appropriate
- d) All disclosures of abuse experienced by employees should be treated confidentially

Garden Route District Municipality is committed to creating an environment in which employees feel safe to disclose their experience of abuse in order to access support and increase safety for themselves and others. Employees do however have the right to not disclose and this should be respected and no one should feel pressured into sharing information if they do not wish to do so.

An employee with a past or current experience of gender-based violence should be aware that help is available. Where possible, they should raise the matter with their line manager, Employee Assistance Programme Practitioner or Occupational Health and Safety Practitioner. All of these key workers have a role to support employees in line with the provisions of this policy.

Employees can also contact various helplines if they do not wish to disclose at the workplace. See Annexure 1.

## **8.1 Employee Assistance Programme (EAP) & Committee**

Employees that need assistance with regards to gender-based violence incidents should be encouraged to make an appointment with the EAP Practitioner, an EAP Committee member or with other relevant external gender-based violence helplines or community health workers. The EAP Practitioner will also assist and facilitate with the relevant referral process to external professionals for the support that the employee will need. Three counselling sessions with a professional Psychologist or Social Worker will be paid by GRDM within a financial year. The employee may be referred to the EAP office by their supervisor, manager or they can also make use of self-referral.

EAP Committee Members are also encouraged to assist with the awareness of gender-based violence programmes, detecting and reporting gender-based violence misconducts.

## **8.2 Matters of Confidential Nature**

Issues raised under this policy will be treated in confidence except where there are child/adult protection issues. Disclosure of personal details and information will only occur with the express permission of the employee. The reason for any change of work location, shift changes and differing start and finish times will not be disclosed, however the line manager for the area should be informed of the reason for the change, with the consent of the employee. The supervisor or manager must ensure adherence to all relevant policies relating to confidentiality and conduct. All information disclosed or shared with the Occupational Health and Safety Officer and Employee Assistance Programme Practitioner will be handled confidentially and no information regarding gender-based violence will be issued on a victim's personnel file.

## **8.3 Work Performance**

After experiencing Gender-based violence a victim/employee may experience temporary difficulty fulfilling their job responsibilities. If GRDM becomes aware that an employee's work performance has been negatively affected by gender-based violence, the EAP office will offer support to the victim/employee and assist the employee to address the issue and will make reasonable efforts to consider all aspects of the employee's situation in evaluating performance issues, which may result from the employee's experience with regards to gender-based violence.

## **8.4 Preventative measures**

Best preventative measures to put in place will be regular awareness programs for all employees about the ways on how gender-based violence may impact individuals and society. The Employer needs to take all reasonable measures to create a harmonious working environment which is free from intimidation, hostility, offence and any other form of violence, and to encourage employees that are victims to seek assistance.

Awareness can include but are not limited to programs rolled out through conducting information sessions, radio talks, writing of articles about gender-based violence and publishing it to the GRDM website, sharing messages via emails, and producing educational posters relating to how to curb, report and deal with instances of gender-based violence in all GRDM buildings. Another preventative measure is to have a yearly pledge signed during a Council meeting by the Executive Mayor, Councillors and Municipal Manager to show their support against Gender-based Violence. People who have recovered from violent attacks are also perfect examples of fighting back for one's dignity, dealing with the issue and also to educate others on how important it is to speak

about it. There needs to be a strong emphasis placed on the fact that being a victim of GBV is not something a person should hide because it doesn't help to create awareness at all, it is not embarrassing to be a victim of GBV but we have to keep in mind the sensitivity and psychological effects that such acts may have on victims.

### **8.5 Allegation of abuse within the workplace**

Employees who are perpetrating abuse might use workplace resources such as transport, telephone, fax or e-mail to threaten, harass or abuse current/ex-partners or others. Their behaviour might also include, for example, stalking, physical assault, sexual violence or sexual harassment. This conduct could be dangerous for those being abused and could bring the organisation into disrepute. In such circumstances, an investigation may be required and where appropriate, action may need to be taken to minimise the potential for employees to use their position or work resources to perpetrate abuse. This may include a change of duties or withdrawing access to certain computer programmes. In more serious cases this could result in suspension or a dismissal after the relevant procedures have been finalised.

### **8.6 Allegations of abuse outside of the workplace**

Employees may be perpetrating various forms of gender-based violence outside of the workplace. For example, domestic abuse, physical or sexual abuse of children, downloading child pornography, sexual violence, involvement in honour based violence, or stalking. Given that such conduct could constitute a criminal offence, many of these examples would most likely involve criminal proceedings. However, whether or not criminal charges are involved, or there is a conviction, this behaviour may, in some cases, lead to disciplinary proceedings against an employee because of its employment implications. Perpetrating these forms of abuse could also breach organisational (and professional codes of conduct) and potentially bring Garden Route District Municipality into disrepute especially if an allegation of abuse was not acted upon and allowed to continue.

### **8.7 Malicious allegations**

Where there is clear evidence that an employee has made a malicious allegation that another employee is perpetrating abuse, this will be viewed as a serious employee conduct matter and will be investigated by die Employee relations unit and Legal services.

The organisation will seek to provide a safe space for employees affected by gender-based violence. This will be done in collaboration with the relevant sector departments (Western Cape Social Development and other organisations).

## **8.8 District Men's Parliament**

The District Men's Parliament coincides with the United Nations (UN) Women global initiative known as Orange Day which is observed on the 25th of each month since 2009. Orange Day aims to mobilise communities, civil society, activists, governments and the UN system to unite to end Violence against Women and Girls. Every month on this day, individuals across the globe are encouraged to wear a touch of orange in solidarity with the cause. The orange colour symbolises a brighter and a world free from violence against women and girls. The roll out of the District Men's Parliament was recommended by the inaugural and successful National Men's Parliament which was held in Cape Town on 19 November 2018.

The District Men's Parliaments have quarterly sittings to monitor and evaluate implementation efforts and to aid implementations and is chaired by the Executive Mayor for GRDM. The purpose of the quarterly District Men's parliament is give attendees the opportunity to discuss issues men are facing in society, promoting a healthy society and discuss approaches to behavioural change programmes of the Department of Social Development (DSD) that seek to promote positive outcomes critical to change the course of gender-based violence faced by all South Africans. The Men's Parliament consists of GRDM Councillors and various men's organisations within the GRDM area.

## 9. Implementation Plan

This Implementation strategy will be rolled out at the Garden Route District Municipality and we wish to achieve a workplace free of Gender-based violence and a more gender sensitive workplace for the 2020/2021 financial year. This Implementation plan will make use of the 8 Principles of Gender equality, whereas principle 1 will be rolled out before the end of June 2020.

<b>Implementation Strategy to Operationalise a Gender-based Violence free workplace</b>			
<b>Principle 1</b>	<b>Recommended Actions, Tools &amp; methodologies to implement principle 1</b>	<b>Time Frame</b>	<b>Implementation</b>
<b>Transformation for a Gender-based violence free workplace</b>	<p>Step 1: A Gender-based Violence policy should be drafted for approval by Management, LLF and Council.</p> <p>Step 2: Gender related objectives should be reflected in the IDP and SDBIP</p> <p>Step 3: Explain gender compliance requirements to employees</p> <p>Step 4: Identify all municipal policies that need to be adjusted to include matters of gender-</p>	Before end Dec 2020	<p><b>Objectives of the activities:</b></p> <p>Buy-in from Councillors, Management and Supervisors; Unions</p> <p>Behavioural change</p> <p><b>Responsibility:</b> HR and Senior Management</p> <p><b>Resource requirements:</b></p> <p>Budget</p> <p>Human capital</p>

	sensitivity		Equipment
<b>Principle 2</b>	<b>Recommended Actions, Tools &amp; methodologies to implement principle 2</b>	<b>Time-frame</b>	<b>Implementation</b>
<b>Establishing a Policy environment and standard operating procedures for a Gender-based violence free workplace</b>	<p>Step 1: Appoint an assistant Employee Assistance Practitioner</p> <p>Step 2: Refreshment session of gender-sensitivity issues</p> <p>Step 3: Roll out awareness material to employees, including more articles in newsletters, website, social media, posters at depots and offices etc.</p> <p>Step 4: Involve the EE and EAP Committee to assist with Gender-based violence awareness /education within their different departments</p> <p>Step 5: Facilitate the enhanced and coordinated provision of post-traumatic services and facilities (linking immediate medical care,</p>	July 2020 – continuously	<p><b>Objectives of the activities:</b> Women and men Sensitized</p> <p><b>Responsibility:</b> EAP Practitioner</p> <p><b>Resource requirements:</b> Articles for website, Pamphlets, posters, venues for information sessions; budget</p>

	counselling and ongoing victim support).		
--	--	--	--

**Principle 3** Creating an enabling environment (July – continuously)

**Principle 4** Utilize empowerment strategies to achieve a gender-based violence free workplace and gender equality (July 2020 – continuously)

**Principle 5** Providing adequate resources (July 2020 - continuously)

**Principle 6** Accountability, monitoring and evaluation (July 2020 – continuously)

## 10. Policy Review

This policy will be reviewed every three years for improvement if it is concluded that this policy is not achieving the desired results or in light of any National legislative changes. However if it is not necessary to review the policy, evidence of such a decision should be documented.

## 11. References

Basic Conditions of Employment Act (1998), [www.gov.za](http://www.gov.za)

Beijing Declaration and Platform for Action (1995). Beijing Declaration and Platform for Action. [www.un.org](http://www.un.org).

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), 1995. <https://www.unwomen.org>

Garden Route District Municipality Gender Empowerment Policy, 28 July 2015. [www.gardenroute.gov.za](http://www.gardenroute.gov.za)

Garden Route District Municipality IDP (2019), Garden Route District Municipality's Integrated Development Plan 2019/2020. [www.gardenroute.gov.za](http://www.gardenroute.gov.za)

Garden Route District Municipality Employment Equity Policy (2017) [www.gardenroute.gov.za](http://www.gardenroute.gov.za)

National Development Plan 2030, [www.gov.za](http://www.gov.za)

National Gender Policy Framework, [www.environment.gov.za](http://www.environment.gov.za)

National School of Government 2016, Learner Guide: Mainstreaming Gender in the Public Service. NSG: Pretoria

South African's National Policy Framework for Women's Empowerment and Gender Equality (2002)

SA History Article - The dark and heavy shadow

<https://www.sahistory.org.za/article/dark-and-heavy-shadow-gender-based-violence-and-anti-gender-based-violence-campaigns-south>

White Paper on Local Government, 1998. Republic of South Africa.

## 12. Acknowledgement & Approval

This document was signed on the \_\_\_\_\_ of \_\_\_\_\_ 20\_\_.

\_\_\_\_\_  
**Municipal Manager**

\_\_\_\_\_  
**Union Representative (SAMWU)**

\_\_\_\_\_  
**Union Representative (IMATU)**

## 13. Annexure 1

<b>Useful numbers for assistance</b>	
Childline South Africa	Report child abuse to Childline South Africa's toll-free line, 0800 055 555
Gender Based Violence Command Centre	Contact the 24-hour Gender Based Violence Command Centre's toll-free number on 0800 428 428
South African Police Service	Report all cases of rape, sexual assault or any form of violence to a local police station or call the toll-free Crime Stop number 086 00 10111
Legal Aid South Africa	Call the toll-free Legal Aid Advice Line 0800 110 110 for free legal aid if you cannot afford a legal representative
Commission for Gender Equality	Report Gender Discrimination and Abuse to 0800 007 709
South African Human Rights Commission	Call 011 877 3600 to lodge a complaint about human rights violations
Domestic Violence Helpline	Stop Women Abuse on 0800 150 150
Mossel Bay: Creating Effective Families	Family Counselling - 044 693 1092
George FAMSA Outeniqua	Family Counselling - 044 874 5811
George Phambili Shelter	Shelter - 044 875 155
Calitzdorp Hope Options	Family Counselling - 044 213 3003
Oudtshoorn ACVV	Family Counselling - 078 401 1799
Oudtshoorn FAMSA	Family Counselling - 044 272 7020
AIDS Helpline	0800 012 322
South African Police Service (SAPS)	10111
SAPS Albertinia	028 735 8050
SAPS Calitzdorp	044 213 8830
SAPS Conville	044 803 3325

SAPS Da Gamaskop	044 606 2229
SAPS De Rust	044 241 2050
SAPS Dysseidorp	044 251 8403
SAPS George	044 803 4705
SAPS Groot Brakrivier	044 620 8300
SAPS Heidelberg	028 722 1910
SAPS Knysna	044 302 6600
SAPS KwaNokuthula	044 501 4217
SAPS Ladismith	028 551 8106
SAPS Mossel Bay	044 606 2800
SAPS Oudtshoorn	044 203 9002
SAPS Pacaltsdorp	044 803 9110
SAPS Plettenberg Bay	044 501 1913
SAPS Riversdale	028 713 8500
SAPS Stilbaai	027 754 6100
SAPS Thembalethu	044 802 8906
SAPS Uniondale	044 752 6610