



Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa

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COURSE BROCHURE

Workplace Sexual Ethics And Professional Boundaries Training

Human and Social Studies / Religious and Ethical Foundations of Society

Unit Standard 115958 · NQF Level 6 · 12 Credits · 9 Days

COURSE OVERVIEW

This course equips learners with the knowledge and skills to understand and apply ethical principles related to sexual conduct and professional boundaries in the workplace. It aims to foster a safe, respectful, and legally compliant work environment by addressing issues such as sexual harassment, power dynamics, and appropriate interpersonal relationships.

Category	Human and Social Studies
Subfield	Religious and Ethical Foundations of Society
Unit Standard	115958
Accreditation	SAQA Accredited · NQF Level 6 · 12 Credits
Duration	9 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Apply ethical frameworks to evaluate workplace sexual conduct and boundary issues.
- Analyze the impact of power dynamics and gender relations on professional interactions.
- Demonstrate understanding of relevant legislation and organizational policies on sexual harassment and misconduct.
- Implement strategies to prevent and address breaches of sexual ethics and professional boundaries.
- Evaluate the effectiveness of workplace interventions and reporting mechanisms.
- Design a personal action plan for maintaining professional boundaries in diverse workplace contexts.

WHO SHOULD ATTEND

- This course is designed for all employees, managers, and HR professionals who wish to deepen their understanding of workplace sexual ethics and maintain professional boundaries.
- It is particularly relevant for those in supervisory roles or responsible for enforcing workplace policies.

COURSE OUTLINE

Day 1: Understanding Sexual Ethics and Professional Boundaries

- Introduction to sexual ethics and professional boundaries.
- Overview of South African legal framework: Constitution, Employment Equity Act, Labour Relations Act.
- Understanding the Code of Good Practice on handling sexual harassment cases.
- Consequences of unethical behaviour: legal, psychological, and organisational.
- Case studies illustrating boundary violations.

Day 2: Recognising Unethical Behaviour and Harassment

- Types of harassment: sexual, gender-based, and discriminatory.
- Identifying boundary violations: microaggressions, inappropriate jokes, and unwanted advances.
- Power imbalances: supervisor-subordinate dynamics, peer pressure.
- Recognising grooming behaviours and quid pro quo situations.
- Interactive scenarios to practice identification.

Day 3: Rights and Responsibilities of Employees and Employers

- Employee rights: dignity, privacy, freedom from harassment.
- Employer responsibilities: duty of care, implementing policies, training.
- Developing and enforcing workplace policies on sexual ethics.
- Reporting procedures: internal and external channels (e.g., CCMA).
- Balancing confidentiality with investigation requirements.

Day 4: Effective Communication and Consent in the Workplace

- The concept of consent: affirmative, ongoing, and revocable.
- Verbal and non-verbal communication: ensuring clarity.
- Assertiveness training: saying no without guilt.
- Active listening and empathy in boundary setting.
- Role-playing exercises on consent and communication.

Day 5: Professional Boundaries in Diverse Work Environments

- Cultural sensitivity and diversity in ethical standards.
- Cross-cultural communication: avoiding misunderstandings.
- Boundaries in virtual workspaces: video calls, messaging, social media.
- Managing boundaries at work-related social events.
- Case studies on diverse workplace scenarios.

Day 6: Handling Complaints and Investigations

- Complaint mechanisms: informal resolution vs formal grievance.
- Investigation procedures: gathering evidence, maintaining neutrality.
- Interviewing techniques for complainants, respondents, and witnesses.
- Documentation and report writing.
- Ensuring due process and avoiding re-victimisation.

Day 7: Prevention Strategies and Creating a Positive Culture

- Prevention framework: policies, training, communication.
- Building a respectful workplace culture: leadership commitment.
- Bystander intervention training.
- Regular awareness campaigns and refresher sessions.

- Measuring impact: surveys, incident tracking.

Day 8: Ethical Decision-Making and Dilemmas

- Ethical frameworks: utilitarianism, rights-based, virtue ethics.
- Decision-making models: steps for resolving dilemmas.
- Case studies: conflicts of interest, dual relationships.
- Role-play: handling ethical dilemmas in real time.
- Group discussion on challenging scenarios.

Day 9: Integration, Action Planning, and Assessment

- Recap of key concepts and legislation.
- Creating a personal action plan for maintaining boundaries.
- Developing a workplace ethics charter or pledge.
- Summative assessment: case study analysis or role-play.
- Peer review and reflection.
- Course evaluation and certification.

ASSESSMENT & CERTIFICATION

Delegates are assessed through exercises and a final test. A mark of **50% or above** earns an **AATICD Certificate of Completion**, issued digitally with a unique verification code. This course carries **12 NQF credits** at **NQF Level 6**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 36,600.00	R 36,600.00
1	In-House	R 47,600.00	R 47,600.00
1	On-Campus (Pretoria)	R 55,000.00	R 55,000.00

UPCOMING SESSIONS

Start	End	Method	Venue
10 Aug 2026	20 Aug 2026	On-Campus	Durban, South Africa
10 Aug 2026	20 Aug 2026	On-Campus	Mauritius
11 Aug 2026	21 Aug 2026	On-Campus	Cape Town, South Africa
12 Aug 2026	24 Aug 2026	On-Campus	Dubai, UAE
13 Aug 2026	25 Aug 2026	On-Campus	Pretoria, South Africa
14 Aug 2026	26 Aug 2026	On-Campus	Abu Dhabi, UAE
17 Aug 2026	27 Aug 2026	On-Campus	Shenzhen, China
18 Aug 2026	28 Aug 2026	On-Campus	Dubai, UAE

Contact us if no suitable date is listed – on-demand sessions can be arranged for groups.

HOW TO GET A QUOTE OR APPLY

1. **Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard 115958) and click **Get A Quote / Apply**. Select your training method and number of delegates – your quotation is generated immediately and emailed to you with the course brochure attached.
2. **Apply by email:** send the course title, your preferred training method (Online, In-House or On-Campus Pretoria), the number of delegates and your preferred dates to apply@aaticd.co.za – our team will reply with a formal quotation.
3. **Apply by phone or WhatsApp:** call +27 12 004 8389 or WhatsApp +27 65 077 6310 and we will prepare your quotation and reserve your seats.
4. **Confirm your booking:** accept the quotation and settle the invoice. As soon as payment is confirmed your delegates are enrolled and receive their AATICD LMS login details by email, along with joining instructions for their chosen training method.

Group discounts apply automatically – the more delegates you enrol, the lower the price per delegate. No payment is required to request a quotation.

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