



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

Ethical Principles For Equality Of Opportunity In South Africa Training

Human and Social Studies / Religious and Ethical Foundations of Society

Unit Standard 116494 · NQF Level 5 · 6 Credits · 3 Days

COURSE OVERVIEW

This course equips learners with the ethical principles necessary to promote equality of opportunity in the South African workplace and society. Participants will understand the legislative framework, ethical theories, and practical strategies to address discrimination and foster inclusivity, aligning with the Constitution and Employment Equity Act.

Category	Human and Social Studies
Subfield	Religious and Ethical Foundations of Society
Unit Standard	116494
Accreditation	SAQA Accredited · NQF Level 5 · 6 Credits
Duration	3 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Apply ethical principles to promote equality of opportunity in diverse workplace settings.
- Analyze the South African legislative framework governing equality of opportunity, including the Constitution and Employment Equity Act.
- Evaluate the impact of discrimination, prejudice, and stereotyping on equal opportunity.
- Implement strategies to address barriers to equality within organisational policies and practices.
- Demonstrate understanding of ethical decision-making models in the context of equality and fairness.

WHO SHOULD ATTEND

- This course is designed for HR professionals, diversity and inclusion practitioners, managers, supervisors, and anyone responsible for implementing equal opportunity policies in South African organisations.

COURSE OUTLINE

Day 1: Foundations of Equality and Ethical Principles

- Overview of the South African Constitution and Bill of Rights
- Historical context: Apartheid and its legacy
- Key legislation: Employment Equity Act, Promotion of Equality and Prevention of Unfair Discrimination Act
- Core ethical principles: Ubuntu, human dignity, fairness, and justice
- The concept of equality of opportunity vs. equality of outcome
- Introduction to ethical frameworks: deontology, utilitarianism, and virtue ethics

Day 2: Ethical Decision-Making and Practical Application

- Ethical decision-making models: the PLUS model and the ethical triangle
- Case studies on race, gender, disability, and other grounds of discrimination
- Identifying and addressing unconscious bias
- Affirmative action and reasonable accommodation: ethical considerations
- Balancing competing rights: individual vs. group interests
- Role of ethics committees and codes of conduct

Day 3: Integration, Implementation, and Continuous Improvement

- Building an inclusive organizational culture: leadership and accountability
- Developing and reviewing equality policies and procedures
- Monitoring and reporting: measuring progress on equality indicators
- Handling complaints and grievances ethically
- Continuous improvement: training, awareness, and feedback loops
- Final assessment: presentation of action plans and peer review

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 **6 NQF credits** at **NQF Level 5**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 18,800.00	R 18,800.00
1	In-House	R 24,500.00	R 24,500.00
1	On-Campus (Pretoria)	R 28,100.00	R 28,100.00

UPCOMING SESSIONS

Start	End	Method	Venue
10 Aug 2026	12 Aug 2026	On-Campus	Pretoria, South Africa
10 Aug 2026	12 Aug 2026	On-Campus	Mauritius
11 Aug 2026	13 Aug 2026	On-Campus	Abu Dhabi, UAE
11 Aug 2026	13 Aug 2026	On-Campus	Cape Town, South Africa
12 Aug 2026	14 Aug 2026	On-Campus	Durban, South Africa
12 Aug 2026	14 Aug 2026	On-Campus	Dubai, UAE
17 Aug 2026	19 Aug 2026	On-Campus	Harare, Zimbabwe
17 Aug 2026	19 Aug 2026	On-Campus	Abu Dhabi, 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 116494) 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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