

CAMEROON DEVELOPMENT CORPORATION

HEAD OFFICE
BOTA – LIMBE

GM/ST/6

1st September, 2023

POLICY ON VIOLENCE AND SEXUAL HARASSEMENT

Objective: It is to help secure an effective workplace, free from violence and sexual harassment.

Unacceptable behaviors, practices, threat, gender based violence and harassment resulting to physical, psychosocial or economic harms are vehemently condemned in the work place.

- 1) **Respect gender equality** at the work place (in recruitments, appointments/promotions/classifications and payment of wages/ salaries).
- 2) **Avoid unwanted sexual advances** such as kissing, touching, rape and sending of pornographic materials.
- 3) **Avoid physical violence** such as murder, abuse and assault or battery on a fellow worker.
- 4) **Avoid psychosocial violence** like threats, intimidation and hostile behaviors.
- 5) **Avoid domestic violence** like psychological/emotional/physical abuse(s) in the residential quarters.
- 6) **Avoid bullying behavior** on colleagues such as shouting, negative criticism, use of inappropriate tone/ language, spreading of malicious allegations etc....
- 7) **Avoid the use of written or graphic harassment** like sending pornographic material via phone, e-mail and unwanted love letters or poems.
- 8) **Avoid abusive work place practices** that can greatly increase risk on work – related stress, psycho social hazards and physical violence for example unnecessary extra hour worked, precarious working conditions, isolating workers etc...

All workers of the Corporation are enjoined to read (notably at recruitment), understand and abide to the above policy for there is absolute need to implement a health and safety policy to secure the work place.


Franklin Ngoni Njie
GENERAL MANAGER