

DST Entities

Entities	(1)				(2) Investigations of each case
	(a)(ii) Total number	(aa) 2016	(bb) 2017	(b) Details of incidents	
National Research Foundation (NRF)	1	1	None	The employee made an allegation of racism against a fellow employee	The allegation was investigated and determined to be unfounded. The employee was charged amongst other charges, with making false statement/allegation against a fellow employee, found guilty on all charges, and employment terminated following a rigorous disciplinary process
Human Sciences Research Council (HSRC)	1	None	1	An employee posted racial remarks on social media account	The Labour Relations Manager investigated the matter and final written warning was issued to the employee on 3 November 2017
Technology Innovation Agency (TIA)	1	None	1	An allegation of racist comments, amongst others, was made against the Chief Financial Officer ('line manager' a White male) of TIA, by his Executive Secretary ('the employee' a Black female) on 15 June 2017	The matter went through TIA HR a formal grievance process as well as CCMA hear. The CCMA dealt with the matter under 'Primary Issue: Prohibition of unfair discrimination – Race'. In the process the CCMA expressed the opinion that there was no racism that could be proven, and instructed TIA to compensate the employee to the amount of R2 155.00 for stress related medical expenses incurred
South African National Space Agency (SANSA)	Nil	None	None	N/A	N/A

Academy of Science of South Africa (ASSAf)	Nil	None	None	N/A	N/A
Council for Scientific and Industrial Research (CSIR)	Nil	None	None	N/A	N/A