



EMOJI LIABILITY CRISIS

The Hidden Time Bomb in Your
Workplace Communications



URGENT: Companies may Face Risks including unfair discrimination and harassment litigation, as well as potential loss of compliance certificates under the EE Amendments as a result of Unregulated Emoji Usage

The vast majority of SA companies have NO emoji policies despite widespread workplace usage

Recent cases cite emojis as evidence in harassment and unfair discrimination claims.

CRITICAL 1-HOUR WEBINAR COVERAGE:

South African Legal Framework

- How the Employment Equity Act, POPI Act, Cybercrimes Act, PEPUDA (Promotion of Equality and Prevention of Unfair Discrimination Act) and Hate Speech law apply to emoji usage in your workplace.

Case Law Analysis

- Recent decisions, international precedents, and how courts interpret emoji evidence in harassment and unfair discrimination cases.

Risk Assessment Framework

- Identify high-risk emoji usage patterns, cultural interpretation gaps, and generational communication conflicts in your organization.

Best Practice Implementation

- Proven strategies for policy development, employee training, monitoring compliance, and progressive disciplinary measures.

Immediate Protection Steps

- Audit procedures, interim guidelines, and other protocols you can implement within 48 hours.

Industry-Specific Guidelines

- Tailored approaches for different sectors, client communication standards, and other business considerations.

EXCLUSIVE DELEGATE BONUS

- Every registered delegate receives a comprehensive **FREE Emoji Usage Policy & Procedure Template** ready-to-implement policy framework

SECURE YOUR SPOT NOW

DATE: 12 August 2025
VENUE: Virtual via Zoom
TIME: 11h00 - 12h00
PRICE: R950.00 excl. VAT

All workshops are offered as customised In-house training that can be presented virtually or on-site. Contact us for more information.

All online courses are subject to minimum delegate numbers