

ZANELE MASOEK**Qualifications:** LLB (UCT)**Profession:** Legal Practitioner (Tokiso) / Admitted Attorney**Accreditation:** Tokiso Accredited Panellist
Centre for Effective Dispute Resolution (CEDR) mediator
Association of Workplace Investigators (USA) certified**City:** Johannesburg**Appointed to Tokiso panel:** 2019**Panels:**

- Employment: Facilitations, Hearings, Investigations, Mediations
- Commercial: Mediations
- Community: Facilitations, Mediations
- Training

Profile:

Zanele Masoek is an admitted attorney and internationally accredited mediator with experience in facilitating relationship building processes, chairing disciplinary enquiries, grievance hearings and performance hearings. Zanele has also conducted training in disciplinary processes and sexual harassment as well as conducted investigations into allegations of sexual harassment, bullying and racial discrimination. Zanele has experience working as a project manager on large budget projects as well as smaller projects with a focus on conflict management through multi-stakeholder engagements and relationship building.

Her experience preceding Tokiso includes pension funds law, company law, landlord and tenant disputes as well as labour law with a keen interest and focus on alternative dispute resolution processes and system design. Zanele is skilled in specialised legal advisory services, litigation in the various areas of practice and in conducting investigations into sensitive cases concerning discrimination and minors.

With a continued focus on social justice, Zanele volunteered with the Centre for Applied Legal Studies participating in a workshop geared at educating the community of Gugulethu on the Restitution of Land Rights Amendment Bill in preparation for the public hearings. Zanele later completed an internship with the Legal Resources Centre where she was tasked as a researcher for the Silicosis class action case. She was previously appointed the Head Student of her Residence Association sitting on the Residence Management Team, Residence Council and Residence Forum. Zanele was intimately involved in developing and drafting the Residence Constitution and sat on the Disciplinary Committee. She was also previously the Chairperson for Students for Law and Social Justice, UCT branch. Zanele has presented at SABPP on topics of sexual harassment, SASLAW Youth Chapter on alternative dispute resolution practices and the Knowledge Resources Hub on diversity and inclusion.

Recent processes:

- Facilitated training on preparing for and presenting in a disciplinary hearing in the manufacturing sector
- Co-facilitator and project manager for relationship building initiatives within a political caucus, manufacturing sector, mining sector and chemical industry
- Facilitated online training on the Basic Conditions of Employment Act for a private entity
- Associate facilitator for wage negotiation meeting between a union and a state-owned company
- Project Manager and Associate facilitator for a multi-party stakeholder engagement project with the National Governmental Department into issues of air quality
- Facilitated workshops on sexual harassment in the workplace for a large NPO at three of its branches
- Facilitated online training on sexual harassment in the context of the film and television industry for an NGO
- Investigation into allegations of sexual harassment at an Institution of Higher Learning
- Investigation into allegations of microaggressions and discrimination in a private secondary school
- Chairing disciplinary hearings into allegations of misconduct within manufacturing and production industries
- Investigations into allegations of sexual harassment, racial discrimination and bullying in the financial industry, a state-owned entity within the banking sector and manufacturing sector
- Facilitated a workplace mediation in a private school
- Investigation into allegations of financial mismanagement in a state-owned enterprise
- Facilitated relationship building by objectives for several mines which are multiple union environments and state owned enterprises
- Chaired appeal hearings for private schools



To book Zanele for your case login to www.tokiso.com or contact Tokiso at info@tokiso.com or 011 885 6300.

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