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## TRANSFORMATION AT STELLENBOSCH UNIVERSITY

According to Stellenbosch University's *Vision*, this institution is *inclusive, innovative* and *future-focused*. Its guiding values are *excellence, shared accountability, empathy, innovation* and *leadership in service of others*. Therefore, the University is committed to creating *a welcoming culture* for all students through an approach that demonstrates *friendliness, hospitality* and *human dignity*.

With reference to the South African Constitution and the Bill of Rights, Stellenbosch University shall not tolerate any form of human rights violation, discrimination based on race, gender or any other ground, or the violation of any person's human dignity. The University intentionally promotes sound, positive human relations at all levels and in all fields. This is done through training, dialogue, policy measures, equal rights for everyone, and a welcoming ethos at the University. It entails a continuous process of transformation on a wide front.

Student and staff diversity is a valuable University asset and provides the foundation for sound human relations and positive, constructive coexistence. In particular, it creates an environment conducive to the development of students who are able to optimally function and flourish in any diverse context.

University management welcomes initiatives by the student community (particularly also the student leaders from various student organisations) to raise awareness of human rights so that the issue of transgressions may be discussed and further constructive transformation actions be initiated. At SU, in addition to transformative values and premises, the transformation process is also a practical affair that is purposefully managed. Management shares student leaders' desire for more students and staff to become involved in promoting human dignity and the sustained development of a welcoming culture. Therefore, management will continue the conversation with student organisations collectively, and will embark on joint projects aimed at promoting inclusivity at Stellenbosch University.

**Prof Arnold Schoonwinkel**  
**Vice-Rector (Learning and Teaching)**

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