

## MEMORANDUM

### **The formulation of a formal Discrimination Policy and appointment of Discrimination officer at Stellenbosch University**

To: The Rector and Rector's Management Team University

From: Concerned students at Stellenbosch University

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#### **Context and overview**

In light of the recent incidents that took place which include the alleged racist attack at McDonald's fast food franchise in Merriman Ave, the alleged rape of a female student at Eendrag residence and various instances of discrimination that occurred over the last few years this memorandum serves as a request to address the prevalence of these issues.

After assessing the current state we have established the following:

- 1. No formal Discrimination Policy currently in place for both staff and students*
- 2. The absence of a Discrimination office*
- 3. No Discrimination officer*
- 4. The current mechanisms in place have not been effective in addressing serious cases of discrimination in all its forms*
- 5. Students are not fully aware of where they are able to report incidences of discrimination*

#### **Requests and demands**

As concerned students we herewith request the following from management

- 1. The drafting and implementation of a Discrimination Policy that will address all cases of discrimination at Stellenbosch University, outlining specifically all acts that constitute discrimination and how each case will be handled*
- 2. The drafting of the above mentioned policy will be convened by the Rector or his assigned designate and should include members from the staff component and student union*
- 3. That a Discrimination office be established under the leadership of a Discrimination officer and team of advisors independent of other mechanisms currently in place*
- 4. Increased links between management and the student union*
- 5. A commitment to continuously provide both spaces and platforms for students to engage directly with higher management*
- 6. Greater input on existing measures with a view to increase their efficiency*

Furthermore, we request to be afforded the opportunity to present a

- 1. Draft Discrimination Policy after sufficient consultation amongst all students*
- 2. A comprehensive comparative analysis on the importance of a discrimination policy within the higher education environment*

It is with this memo that we request the response from management within the next two weeks to address the aforementioned issues.

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