

## STATEMENT: REAFFIRMING HUMAN DIGNITY MARCH

At the march for Reaffirming Human Dignity held on Friday, 6 March 2015, the SRC Chairperson, Mr. Stefan Laing handed over memorandum to the VR : Teaching and Learning, Professor A. Schwoonwinkel highlighting the following :

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

Furthermore the following demands/requests were tabled:

- *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*
- *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*
- *That a Discrimination office be established under the leadership of a Discrimination officer and team of advisors independent of other mechanisms currently in place*
- *Increased links between management and the student union*
- *A commitment to continuously provide both spaces and platforms for students to engage directly with higher management*
- *Greater input on existing measures with a view to increase their efficiency*

A follow-up meeting took place on the 28<sup>th</sup> April 2015, with Prof. Schwoonwinkel, Dr. L. Botha and Mr. P. Kloppers and the group of students who formed part of the organizing of the march.

The feedback provided by the VR can be found as an addendum to this statement.

At this meeting the following was agreed upon by all involved stakeholders:

- *The consultation process should be started with the drafting of a Discrimination Policy. This draft will be presented to Prof. Schwoonwinkel on the 15<sup>th</sup> May 2015.*
- *The following dates have been set aside for consultation and contributions to the drafting of the policy. May (6, 7, 8, 11, 12 and 13). An official schedule with both times and venues will be confirmed as soon as possible.*
- *In addition to the consultation sessions offered, the Student Representative Council, Prim Committee, Societies Council, Academic Affairs Council and Student Parliament are requested to also encourage contributions from their respective constituencies.*
- *Once the draft policy, compiled with contributions from the student community is complete, a task team will be called together with both students and staff to formalize the process under the leadership of the VR: T&L or his assigned designate.*

Reaffirming Human Dignity March organisers.