

## Which policies or other documents prohibit discrimination?

### A. Concerning Personnel

#### a. In terms of where we want to be – a positive description of the promotion of an environment that is free from discrimination

1. The Strategy and Vision 2030, and all related documents, including the values of the University and the mechanisms to manage and implement the vision
2. Employment Equity Plan <http://www0.sun.ac.za/hr/employment-equity/>

To give momentum to the SU Employment Equity Plan, <http://www0.sun.ac.za/hr/employment-equity/services/> we focus on the following:

- The removal of unfair discrimination: <http://www0.sun.ac.za/hr/employment-equity/services/#2-1>
- Purposeful affirmative action: <http://www0.sun.ac.za/hr/employment-equity/services/#2-2>
- The promotion of equal opportunities: <http://www0.sun.ac.za/hr/employment-equity/services/#2-3>
- Utilisation and management of diversity: <http://www0.sun.ac.za/hr/employment-equity/services/#2-4>
- Policy and initiatives: <http://www0.sun.ac.za/hr/employment-equity/services/#3-1>

#### b. In terms of declaring certain behaviour unacceptable

1. Policy on Sexual Harassment for dealing with sexual harassment among personnel members, as well as among personnel members and students

<http://www0.sun.ac.za/hr/wp-content/uploads/2012/11/IR0156-Sexual-Harassment-Policy-and-Procedure-for-Staff.pdf>

### Enforcement measures relating to the above

1. A management process to ensure that the vision is implemented
2. A committee for mediating cases of sexual harassment
3. Disciplinary procedures by Human Resources Division
4. The ombudsman
5. The courts

### B. Concerning Students

#### a. In terms of where we want to be – a positive description of the promotion of an environment that is free from discrimination

1. The Strategy and Vision 2030, and all related documents, including the values of the University and the mechanisms to manage and implement the vision
2. In the General Calander Part 1 the following is said with reference to inclusivity:
  2. *INCLUSIVITY Stellenbosch University admits students of any race, colour, nationality or ethnic origin to all rights, privileges, programmes and activities generally accorded or made available to students of the University. The University does not unfairly discriminate on the basis of race, colour, nationality or ethnic origin in the implementation of its educational policies, its scholarship and loan*

*programmes, or its sports programmes.*

<http://www.sun.ac.za/english/Documents/Yearbooks/Current/General.pdf>

3. Policy for placement in residences, and in listening, learning and living houses, as well as allocation to PSO wards and clusters:

[http://www.sun.ac.za/english/Documents/Strategic\\_docs/Koshuisplasingbeleid\\_eng.pdf](http://www.sun.ac.za/english/Documents/Strategic_docs/Koshuisplasingbeleid_eng.pdf)

4. The creation of a welcoming environment by implementing the task team's report on unacceptable welcoming practices (October 2014)

#### **b. In terms of declaring certain behaviour unacceptable**

1. Sexual harassment

<http://www0.sun.ac.za/studentesake/sexualharass.php?lang=eng>

2. Disciplinary Code for Students

3. The rules of residences aimed at removing all unacceptable welcoming practices

According to the Disciplinary Code for Students of Stellenbosch University, a student will be guilty of misconduct if he [or she], inter alia:

- 2.1 wrongfully infringes on the fundamental rights of another person as contained in the Bill of Rights, Chapter 2 of the Constitution, 1996, or acts in a way that breaches any other law of the land and the rules, regulations and provisions of the University;
- 2.12 acts in an insulting, indecent or improper way towards another student, a University personnel member or functionary, or a member of the public in a University-related setup;
- 2.13 mentally harms or humiliates, or assails the dignity or person of a University personnel member or functionary;
- 2.14 makes himself [or herself] guilty of hate speech;
- 2.21 impedes the freedom of movement of another student or of a personnel member or functionary of the University.

[http://www.sun.ac.za/english/Documents/Legal\\_Services/Code%20Student%20Discipline\\_eng\\_.pdf](http://www.sun.ac.za/english/Documents/Legal_Services/Code%20Student%20Discipline_eng_.pdf)

#### **Enforcement measures relating to the above**

1. Management processes to ensure that the strategies are managed and implemented – implementing the various policies forms part of the performance appraisal of the personnel members concerned with the task
2. A committee for mediating cases of sexual harassment
3. Personnel members who are appointed in the co-curricular environment and act as first contact for students in those environments (in order to create a welcoming culture and to defuse episodes or incidents that contravene such a culture)
4. The Student Affairs Division that assists with affirmative action and the required education mechanisms, e.g. ResEd education and training at the FVZS Institute
5. A student discipline division with an investigating officer, a disciplinary committee and the required procedures for appeal
6. The ombudsman
7. The courts