

# FACULTY CHARTER

Stellenbosch University's Faculty of Medicine and Health Sciences acknowledges, regrets and sincerely apologises for our complicity in the historical injustices of South Africa's past and we furthermore recognise how these injustices continue to perpetuate inequities today. We abhor all forms of unfair discrimination, exploitation, oppression, intimidation and bullying.

## **As a Faculty we commit to:**

- *Celebrating all forms of diversity on our campuses, including, but not limited to: ability, sexuality, gender, origin, language, race, culture and belief system.*
- *Ensuring that all individuals on our campuses enjoy a sense of belonging.*
- *Cultivating empowering environments in which individuals are able to express themselves freely, while considering and respecting the rights and freedoms of others.*
- *Fostering an environment in which everyone can learn, work and thrive; thereby enabling individuals to reach their full potential and become active citizens.*
- *Nurturing learning, teaching, working and research environments in which we engage with all our stakeholders with dignity, respect, fairness and transparency.*
- *Protecting the human rights of all our stakeholders and striving to ensure a positive impact on the communities we serve.*

## **Students**

- *We will promote mutual respect between our students, staff and other stakeholders.*
- *We strive to support our students and to equip them with the skills that will enable them to reach their full potential as competent, caring and ethically responsible healthcare professionals and scientists.*

## **Colleagues**

- *We undertake to treat those with whom we work with the utmost respect, dignity and fairness.*
- *We will attempt to resolve any differences amicably through introspective, culturally sensitive and meaningful dialogue.*

## **Patients**

- *We will treat our patients with compassion, fairness, dignity and respect.*
- *We commit to maintaining the highest possible ethical standards in our interaction with patients.*
- *We pledge to be advocates for our patients' rights and well-being.*

## **Communities**

- *We acknowledge the lived experiences of the communities we serve and value their input on the relevance and appropriateness of our curricula and our engagements with them.*
- *We will engage with communities respectfully as partners to ameliorate health and social disparities.*

## **Research**

- *We will promote research that is ethical, accessible and relevant to our context.*
- *We will engage in research that strives to benefit participants and communities.*
- *In our quest for academic excellence, the welfare of our research participants will always take precedence over scientific interests.*

## **Environment**

- *We consider our natural environment to be precious and fragile and therefore commit to protecting its sustainability and to implementing strategies which will minimise further degradation.*

We regard this charter as a pledge by the Faculty of Medicine and Health Sciences to all our stakeholders. We acknowledge that this charter is aspirational and that we, as individuals and collectively as members of the Faculty of Medicine and Health Sciences, are responsible for the realisation of this pledge. We will continue to engage with transformation towards the realisation of the above, in the spirit of humility and hope, in line with the Constitution of the Republic of South Africa.