DIVERSITY STATEMENT

1. POINT OF DEPARTURE

The North-West University takes as a foundation the vision of the Ministry of Education as contained in the Draft White Paper on Higher Education (Notice 712 of 1997), viz. a transformed system of higher education that will:

- “promote equity of access and fair chances of success to all – irrespective of race, colour, gender, creed, age or class – seeking to realise their potential through higher education;”
- support a democratic ethos and a culture of human rights by educational programmes and practices conducive to critical discourse and creative thinking, cultural tolerance and a common commitment to a humane, non-racist and non-sexist social order”.

As we endeavour to construct an environment for harmonious intergroup relations, human dignity is the cornerstone of our statement.

2. OBJECTIVES

To provide a framework for institutional guidelines that will ensure that the Institution meets its objectives by creating a conducive environment with regard to respect for and appreciation of diversity.

3. SCOPE OF APPLICATION

The statement is applicable to all members of the University (including staff and students) as well as service providers of the University.

4. GUIDING PRINCIPLES

In an everchanging socio-political environment, the North-West University is committed to the following principles:

4.1 the provisions for equality and human dignity as spelt out in the Constitution of the Republic of South Africa,

4.2 subordinate legislation as embodied in:

4.2.1 the Labour Relations Act 66 of 1995 as amended which seeks to bring fairness in the workplace;

4.2.2 the Employment Equity Act 55 of 1998, which seeks to promote the constitutional right of equality and the exercise of true democracy, and to ensure the elimination of unfair discrimination in employment and to achieve a diverse workforce broadly representative of our people;

4.3 policies relating to employment equity and human rights as well as other relevant policies, procedures or rules which will be developed as and when needs arise, and

4.4 The core values of the University as contained in the vision and mission statement.

Diversity Statement: Approved 22 September 2006
5. GOVERNANCE, MANAGEMENT AND ACCOUNTABILITIES

5.1 Council (through the Transformation and Equity Committee) is responsible for the existence and monitoring of implementation of the Diversity Statement.

5.2 Institutional management is responsible for the implementation of this policy in terms of the necessary systems and procedures.

5.3 Line Management shall be responsible for ensuring adherence to this statement in all activities of the Institution.