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NORTH-WEST UNIVERSITY
NOORDWES-UNIVERSITEIT
YUNIBESITHI YA BOKONE-BOPHIRIMA

Human Rights Policy

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| Accountable executive manager | Executive Director: People and Culture |
| Policy Owner | Director: Employee Relations |
| Responsible division | Employee Relations |
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HUMAN RIGHTS POLICY

Preamble

Against the background of the dream to be an internationally recognised university in Africa, distinguished for engaged scholarship, social responsiveness and an ethic of care, the Council of the North-West University (NWU) has adopted this policy on 16 November 2023.

1 Interpretation and application

This policy must be interpreted and applied in a manner consistent with the –

- 1.1 Constitution of the Republic of South Africa, 1996 (the Constitution);
- 1.2 interpretative constitutional jurisprudence of South African courts having jurisdiction over the NWU, and
- 1.3 all statutory and other legal norms applicable to the NWU consistent with the Bill of Rights (Chapter 2 of the Constitution).

2 Policy Statement

The NWU respects the personal dignity, privacy, personal and other human rights of all employees, students, stakeholders and members of the public, and is committed to ensuring that our workplace and student environment are conducive to the protection and respect of human rights.

3 Purpose

The purpose of this policy is to –

- 3.1 promote a culture of human rights, and the observance, respect and protection thereof;
- 3.2 develop an awareness of human rights within the university community and its external environment through academic and non-academic educational programmes;
- 3.3 monitor and assess the compliance with human rights standards in the university community.

4 Scope of application

This policy applies to all members of the NWU (members of Council and Council Committees, employees and students) and to all service providers and stakeholders of the NWU.

5 Roles and Responsibilities

5.1 Human Rights Commission (HRC) OF Council

The Terms of Reference of the HRC defines its mandate and must entail at least the following functions:

- 5.1.1 to advise the Council on the advocacy of human rights, including matters relating to gender-based violence, racism, intolerance, and discrimination;
- 5.1.2 to advise the Council on the reasonable and justifiable limitation of fundamental rights in terms of section 36 of the Constitution;
- 5.1.3 to monitor internal processes regarding the manner in which alleged infringements of human rights had been addressed;

- 5.1.4 to consider regular reporting by the UMC on the management of matters relating to the promotion and protection of human rights, and to establish sub-committees for such purposes subject to approval of the Council, and
- 5.1.5 to monitor and assess the compliance the NWU's commitment to the upholding of human rights.

5.2 Institutional Forum (IF)

The IF must advise Council on matters relevant to the fostering of a university culture that promotes inclusivity and respect for human rights.

5.3 University Management Committee (UMC)

The UMC is responsible for the implementation of this policy in terms of the necessary processes, systems and procedures aimed at ensuring a management environment conducive to the promotion of a culture of human rights, and the observance, respect and protection thereof, by means of –

- taking appropriate measures for the creation of a culture of human rights;
- the establishment of a platform for the reporting of alleged human rights infringements;
- the establishment of appropriate investigation and reporting procedures of alleged human rights infringements; and
- the reporting of all management measures regarding human rights matters to Council

5.4 Line functions: People and Culture (P&C) portfolio and Student Life (SL) portfolios

- 5.4.1 The Employee Relations Directorate within the People and Culture Department is responsible for the administration of this policy, for monitoring adherence thereto and to provide advice regarding its implementation.
- 5.4.2 The Director: Student Life within the Student Life Department is responsible for the overall implementation of this policy within organised student-life activities and for adherence thereto at the NWU, and to report accordingly to the relevant management and governance structures.

5.5 Line Managers

All line managers must adhere to this policy and related processes and procedures and must ensure compliance within their business process environments.

5.6 Contractors, service providers and members of the public

Violation of this policy by contractors, service providers and members of the public using NWU facilities and programmes must be reported to the appropriate reporting organs of the state for investigation and prosecution, with the assistance of NWU Protection Services.