



NORTH-WEST UNIVERSITY[®]
YUNIBESITI YA BOKONE-BOPHIRIMA
NOORDWES-UNIVERSITEIT
INSTITUTIONAL OFFICE

Human Rights Policy

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Policy owner	Director: Employee Relations
Responsible division	Employee Relations
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Approved by	Council
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Amendments	This policy was reviewed in September 2012 and only editorial changes were made. This policy was completely reviewed in 2016
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Review date	2019
Procedures in terms of this policy	Human Rights Procedural Manual Human Rights complaints form
Web address of this policy	http://www.nwu.ac.za/gov_man/policy/index.html
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Human Rights Policy

1 Preamble

As a pre-eminent university in Africa, driven by the pursuit of knowledge and innovation, with a unique institutional culture based upon the values the University espouses, the North-West University has adopted this Human Rights Policy on 22 September 2006.

2 Point of departure

- 2.1 The North-West University recognises the fundamental rights and values contained in the Bill of Rights in the Constitution of the Republic of South Africa (hereafter Constitution);
- 2.2 The North-West University recognises that these fundamental values and rights must be respected and upheld in the University community; and
- 2.3 The North-West University recognises that these fundamental rights and values should not be viewed in isolation but must be applied as an integral part of all university practices and policies.

3 Objectives

Objectives of the Human Rights Policy:

- (1) promote a culture of human rights, and the observance, respect and protection thereof;
- (2) develop an awareness of human rights among the university community and its external environment through non-academic educational programmes;
- (3) monitor and assess the compliance with human rights in the university community;
- (4) make recommendations to the Council on the promotion of human rights within the framework of the law and the Constitution; and
- (5) investigate any alleged violation of human rights within the university community and assist any person adversely affected thereby in order to secure redress.

4 Scope and Application

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

5 Guiding Principles

The Human Rights Policy will be guided by the following documents, values and principles:

- 5.1 The Constitution;
- 5.2 The values contained in the Constitution, e.g. the democratic values of human dignity, equality and freedom;
- 5.3 Subsidiary legislation enacted in terms of the Constitution, e.g. the Promotion of Access to Information Act (2 of 2000), the Promotion of Administrative Justice Act (3 of 2000), the Promotion of Equality and Prevention of Unfair Discrimination Act (4 of 2000), and the Protection of Personal Information Act (4 of 2013);
- 5.4 Constitutional Court rulings and other relevant jurisprudence on human rights;

- 5.5 South African Human Right Commission decisions, publications and policy documents; and
- 5.6 International, regional and foreign documents and commentaries on human rights, in so far as these are not in conflict with the Constitution.

6 Governance, management roles and accountabilities

Council is responsible for the monitoring and the implementation of the Human Rights Policy.

Council is responsible for the establishment of an independent North-West University Human Rights Committee.

The North-West University Human Rights Committee will function independently and impartially and will carry out its activities in good faith and without fear, favour, bias or prejudice.

The members of the North-West University Human Rights Committee will be representative of the university community and will be sensitive to race, gender and disability.

The North-West University Human Rights Committee will be accountable to Council.

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