Stellenbosch
UNIVERSITY
IYUNIVESITHI
UNIVERSITEIT

UMgaqonkqubo weNguqu

.

01 kweyoMqungu ka2025

forward together
sonke siya phambili
saam vorentoe

UMgaqonkqubo weNguqu

Uhlobo loxwebhu:	UMgaqonkqubo
Injongo:	Ukwazisa, ukukhokela, ukunika amandla kunye nokukhuthaza ukuphunyezwa kwenguqu ebanzi nezinzisiweyo edityaniswe nemisebenzi engundoqo, umbono kunye nesicwangcisobuchule seYunivesithi yaseStellenbosch.
Wamkelwe:	LiBhunga laseSU
Umhla wokuvunywa:	02 kweyoMnga ka2024
Umhla wokuphunyezwa kwawo:	01 kweyoMqungu ka2025
Umhla wohlaziyo olulandelayo:	2029
Umhla wohlaziyo wangaphambili:	
Umnini womgaqonkqubo:	ISekela leSekelaNgqonyela: leFuthe kwezeNtlalo, iNguqu nezaBasebenzi
Um(Aba)gcini woMgaqonkqubo:	UMlawuli oyiNtloko: weFuthe kwenzeNtlalo neNguqu kunye noMlawuli: weFuthe kwezeNtlalo neNguqu
Amagama angundoqo	inguqu ebanzi, iyantlukwano, ukubandakanywa, ubulungisa, isidima
Ukusebenza ngokusemthethweni:	The English version of this regulation is the operative version, and the Afrikaans and isiXhosa versions are the translation.

UMgaqonkqubo weNguqu

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1. Intshayelelo nentsusamabandla

Ngonyaka ka2018, iYunivesithi yaseStellenbosch (iSU), njengenxalenye yemibhiyozo yeMinyaka eliKhulu, yakhupha ingxelo engokuvuselela ivuma ukuba nesandla kwintswelabulungisa yexesha elidlulileyo. Le ngxelo ibonakalise isigaba esitsha kuhambo lwenguqu yeSU – uhambo olwathi lwachazwa okokuqala ngokusesikweni kwiSikhokelo soBuchule seYunivesithi sokuPhenduka kweNkulungwane nokuNgaphaya (2000), esathi sabeka ngokutsha iSU ukuze ijongane nembali yayo yokungabandakanywa okusekelwe kubuhlanga kwaye yazisa ingqwalasela ehlangeneyo kulungiso nokuvuselelwa kweziko. Isakhelo sika2000 salandelwa yiNjongo yeZiko nesiCwangciso soBuchule (2013).

Le ngqwalasela yobuchule ikhokelele ekuphuhliseni nasekuphunyezweni kwenani elivisayo lemigaqonkqubo neenkqubo zenguqu. IsiCwangciso seNguqu seSU (2017) esigxininise ebantwini, kwiindawo neenkqubo, ibe luxwebhu lokuqala olwathi lwajolisa ngokuthe gca kwinguqu kwiYunivesithi.

Nje emva ukuphunyezwa kwesi siCwangciso seNguqu kwisithuba seminyaka emihlanu, iCandelo leNqununu lagqiba ekubeni iSU kufuneka isebenzele ukuyilwa koMgaqonkqubo weNguqu. Isigqibo sokuqulunqa uMgaqonkqubo weNguqu, ekufuneka ukhatshwe siSicwangciso seNguqu esihlaziyiweyo, siphakamisa inguqu ibe yeyona nto iphambili kwiBhunga, siqinisekisa ukuba abachaphazelekayo kwiziko liphela baya besanda ukuba ngabanini benguqu eSU. Ngokunjalo, lo mgaqonkqubo uphuma kwisiCwangciso seNguqu esikhoyo kunye neenkqubo zenguqu zeziko. Ukongeza, wazisa esinye isigaba sendlela yenguqu yeSU ngokuqinisekisa ukuzinikela kweYunivesithi ekukhawuleziseni

nasekuqiniseni inguqu esekelwe kwiimfundiso zoMgaqosiseko weRiphabhlikhi yoMzantsi Afrika, ka1996 (uMgaqosiseko).

Ngogqaliso lweSU oluphendulayo nolujolise kwixesha elizayo njengoko kuchaziwe kumbono kunye namaxwebhu esicwangciso sobuchule esiyimbumba, iYunivesithi ikwimeko entle yokwandisa ifuthe layo kwaye izalisekise ukuzinikela kwayo ekudaleni amava aqukayo nahlukeneyo aza kuvumela abafundi nabasebenzi bayo ukuba bakhuphe amandla abo apheleleyo. La maxwebhu akhokela iSU ukuba ibe yiyunivesithi ezinze ngokupheleleyo, egqwesileyo netshintshileyo ngaphakathi naxa kujoliswe kwiAfrika ngokubanzi, enefuthe elihle eluntwini. IYunivesithi izama ukuba yindawo ekumgangatho wehlabathi apho abasebenzi abagqwesileyo, abafundi kunye namahlakani oluntu anegalelo ekuguquleni nasekuhlaziyeni uluntu lwemida yeli, lwelizwekazi kunye nehlabathi.

UMgaqonkqubo weNguqu ukhokelwa ziinqobo zeYunivesithi:

- Ubulungisa: Imbuyekezo ekuphenduleni kwimbali yethu edlulileyo, kunye nobulungisa kwiminqweno yethu
- Ugqweso: Inkululeko yezemfundo yokulandela ulwazi oluthobela imigangatho ephezulu yemfezeko, uhlaziyo kunye nokufaneleka
- Uvelwano: Ukuqatshelwa, kunye nokukhathalela, intlalontle yabo bonke abafundi bethu kunye nabasebenzi kunye namahlakani oluntu
- Uxanduva lokuphendula: Ukwamkela inqanaba eliphezulu loxanduva ngezenzo zethu
- Intlonipho: Intlalontle kwingxoxo yethu nabanye kunye neyoluntu, ukuthathela ingqalelo eyiyo intlonipho yenkululeko, ukulingana nesidima sabo bonke, kunye nentlonipho ngakokusingqongileyo

Iinqobo zingundoqo kwinguqu, njengoko zikhokela amaziko ukuba avuleleke, abonakalise ukucinga, ukuzigxeka kunye nokubandakanya uluntu lonke. Iinqobo zeSU ziyimbonakalo yodidi lweyunivesithi ekuyo kungokunje kunye nento efuna ukuba yiyo. Ezi nqobo zixhomekeke kwezinye zixhasa kwaye zikhokela uhambo lwenguqu kwiYunivesithi yaseStellenbosch.

UMgaqonkqubo weNguqu usebenza njengesikhokelo esiza kulawula izenzo zeSU ekulandeleni umbono wayo weyunivesithi yaseAfrika eguqukileyo nesingisele kwixesha elizayo. I-SU izinikele ekubeni yiyunivesithi yaseAfrika ephambili kuphandonzulu apho abafundi bayo nabasebenzi bayo bazixakekisa ekuveliseni ulwazi olutsha ukuze lususe uluntu kwixesha elidlulileyo ukuya kwikamva elinobulungisa ngokwentlalo, elizinzileyo, elihlumayo nelentando yesininzi.

2. Ingxelo yomgaqonkqubo

Ukuzinikela kweYunivesithi kukuqinisekisa inguqu yenkqubo ehambelana nemisebenzi yayo engundoqo. Lo mgaqonkqubo ujonge ukukhokela iziko kuhambo olucacileyo lwenguqu ngokushenxisa izenzo zokukhetha kunye nokukhuthaza iinkqubo namaphulo zenguqu. Ngokuphunyezwa kwezibonelelo zomgaqonkqubo, iSU ilangazelela ukwandisa ulingano, ufikelelo, impumelelo kunye nobandakanyo, ngokwenjenjalo iqinisekisa iziko njengeyunivesithi ephumelelayo yokuzikhethela abasebenzi, abafundi kunye namahlakani oluntu.

3. Imithethosiseko yomgaqonkqubo

I-SU izamela ukuxhasa imigaqo esisiseko yomgaqosiseko wentando yesininzi waseMzantsi Afrika njengamacandelo abalulekileyo endlela yenguqu yeYunivesithi. Le migaqo sisidima, inkululeko, ukulingana, impiliso kunye nobulungisa.

4. Injongo yomgaqonkqubo

Ukwazisa, ukulawula, ukunika amandla kunye nokukhuthaza ukuphunyezwa kwenguqu ebanzi nezinzisiweyo edityaniswe nemisebenzi engundoqo, umbono kunye nesicwangcisobuchule seYunivesithi yaseStellenbosch.

5. Iinjongo zalo mgaqonkqubo

Iinjongo zalo mgaqonkqubo zezi zilandelayo:

- Ukusebenza njengesiseko apho iSicwangciso seNguqu seSU siphuhliswa, siphunyezwe, sibekwe iliso kwaye sivavanywe.
- Ukudibanisa ingqiqo kunye neenqobo zokuziphatha ezingenguqu kunye nesigunyaziso esingundoqo sezifundo seYunivesithi, kubandakanywa iinkqubo kunye nokuqingqiweyo okwenziwayo, kunye nokuqinisekisa ubunini bokwabelana ngenguqu eSU.
- Ukukhuthaza ukufezekiswa kombono weziko, umbono ongundoqo, isicwangciso kunye neenqobo eziphambili.
- Ukuxhasa nokwazisa ngophuhliso lwamanye amaxwebhu olawulo eYunivesithi.

6. IiNgcaciso kunye neNgcaciso yeNgcamango

6.1 Inguqu eSU yinkqubo engapheliyo nenzulu, enenjongo necwangcisiweyo, inguqu ebanzi nenzulu kunye nohlaziyo efuna ubomi bomntu, iziko noluntu olunesidima, inkululeko, ukulingana, impiliso nobulungisa kumntu wonke.

Inguqu ithetha ingqiqo ebanzi nequkayo njengoko ibonakaliswa zezi ngongoma zisibhozo zilandelayo ezingenguqu, oko kukuthi, inguqu yeziko, italente, ukumanyanisa amazwe ngamazwe, ukufundisa nokufunda, amava omfundi, ifuthe kwintlalo, ezophando nezobunkokeli.

Inguqu eSU ijonge ukwakhiwa kwabantu, amaziko kunye noluntu olubonisa iiinqobo zomgaqosiseko woMzantsi Afrika. Oku kuphunyezwa ngesigunyaziso senkxaso kwizifundo nakwizifundo zobungcali zeYunivesithi, ezizezi, uphando kunye nokuyila izinto ezintsha, ukufunda nokufundisa, kunye nefuthe lenguqu kwezentlalo. Inguqu ixhomekeke enye kwenye kwimilinganiselo yazo zombini eyobungakanani kunye neyomgangatho. Ukupheliswa kobukoloniyali, ukumiliselwa kobuAfrika kunye nokubuyiselwa komhlaba ziingongoma ezibalulekileyo zenguqu.

6.2 Isidima sibhekisa ekuxabisekeni komntu ngokwendalo, kwixabiso, kwimbeko nakubungangamsha bomntu ngamnye. Isidima ngumgaqo osisiseko woMgaqosiseko, kwaye ufuna ukuba wamkelwe, uqiniselwe, uphuhliswe ngakumbi kwaye uphunyezwe. Isidima somntu sikhuselwe, siqhutyelwa phambili kwaye siphunyezwa ngamalungelo oluntu, kubandakanywa amalungelo oluntu nawezopolitiko, amalungelo ezentlalo nezoqoqosho, amalungelo angezendalo kunye nophuhliso. Ilungelo lesidima lithatha indawo yazo zonke iintlobo zocalucalulo ezithob' isidima ezisekelwe kudidi, uhlanga, isini, imvakalelo ngezesondo, ubuhlanga, inkolo, ubudala, ubuzwe, kunye nobuchule obuthintela abantu ukuba baphile ngokugqibeleleyo.

6.3 Inkululeko ibhekisa kwinkululeko kuzo zonke iintlobo zokwenziwa ikhoboka nengcinezelo, ukugrogriswa kunye nocalulo olungafanelekanga. Inkululeko ikwabhekiselele kwinkululeko yokuzalisekisa uxanduva loluntu kwiimeko zekhampasi, kuluntu, kwilizwe, kwilizwekazi kunye nendalo ngokubanzi.

6.4 Ukulingana kubhekisele ekonwabeni ngokupheleleyo nangokulinganayo kwamalungelo nenkululeko njengoko kudandalazisiwe kuMgaqosiseko. Oku kubandakanya ukulingana okusesikweni kunye nangokubonakalayo. Nangona ukulingana okusesikweni kufuna ukuba bonke abantu abakwimo efanayo baphathwe ngokufanayo, ukulingana ngokuyinene kufuna ukuba kuqwalaselwe imekobume kunye nokulingana ngokweziphumo ukuze ukukhawulelana neemfuno ezahlukeneyo okuyimfuneko kujongwe nefuthe lomahluko kunye nobume obudala umenzakalo kwesenzo esingokwahlukana. Ke ngoko, ngokuxhomekeke kwimekobume, ukulingana kusenokuqhubela phambili ngokukhawulelana nezinto ngokufanayo okanye ngokwahlukileyo.

6.5 Ukulingana kuphuhliswa **ngobulungisa**, o.k.t. ngeenzame ezinenjongo yokujongana namanqanaba angamkelekanga okungalingani kunye nempumelelo yamanqanaba aphezulu okulingana (i-*aequitas)* kwikhampasi kunye noluntu, nto leyo ethetha ukuba abanye abananto ingako kwaye abanye banokuncinci kakhulu. Ubulungisa buthetha ukuqaphela kunye nokupheliswa kwemigaqonkqubo, izenzo, izimo zengqondo, okusingqongileyo, kunye nemiyalezo yenkcubeko edala kwaye ibethelele iziphumo ezingalunganga[1]. Ubulungisa buthetha ukuthatha amanyathelo ngokwenjongo ukususa imiqobo kwinkqubo, yeqela, kunye neyomntu ngamnye kunye nemiqobo ethintela amathuba kunye nephazamisa intlalontle. Ubulungisa bazisa indlela apho iinkqubo zolungiso nokubuyisela imo kwimeko yesiqhelo kwiYunivesithi ziphela zidala ikhampasi enobulungisa nebandakanyayo apho bonke

[1] Ubulungisa buqhubela phambili ukulingana ngokuphatha abantu ngokuhlukileyo ngokuxhomekeke kwimfuno, imeko kunye nokuqwalaselwa kokungalingani kwembali kunye nenkqubo" (Molefi, O'Mara noRichter, 2021).

abasebenzi nabafundi baxatyiswa ngendima yabo negalelo labo ekuphuhliseni iSU ibe yiyunivesithi ekumgangatho wehlabathi ngaphakathi naxa kujoliswa kwiAfrika ngokubanzi. Njengenxalenye ebalulekileyo yohambo lwenguqu leSU, ukulingana kuthetha ukuphawulwa kunye nokupheliswa kwemigaqonkqubo, izenzo, izimo zengqondo kunye nemiyalezo yenkcubeko edala kwaye ibethelele ukungabikho kweziphumo ezingalunganga. Ubulungisa kwezengqesho ngummandla othile wolingano. Yinkqubo "yokukhuthaza amathuba alinganayo kunye nempatho enobulungisa emsebenzini ngokupheliswa kocalucalulo olungenabulungisa" kunye "nokuphumeza amanyathelo okuqinisekisa ukuba kulungiswe izinto ezingalunganga emsebenzini ofunyanwa ngamaqela atyunjiweyo, ukuze kuqinisekiswe ukumelwa kwawo ngokulinganayo kuzo zonke iindidi zomsebenzi kunye namanqanaba abasebenzi", kunye 'namaqela abantu atyunjiwewo', kubhekiselwa "kubantu abantsundu abasetyhini kunye nabantu abakhubazekileyo" (UMthetho woBulungisa kwezeNgqesho we55 ka1998). Ubulungisa kwezengqesho sisixhobo esibalulekileyo sokuqhubela phambili utshintsho olufunekayo kwinguqu.

6.6 Ukuboph' amanxeba kubhekiselele ekuphilisweni ngokwasemzimbeni, ngokwasengqondweni, ngokwasentlalweni, ngokwezopolitiko, ngokwezoqoqosho, ngokwezendalo, ngokwesimilo nangokomoya kubo bonke abantu, ngakumbi emva kokulimala nokwenzakala okwabangelwa ziinkulungwane zobukoloniyali kunye namashumi avisayo eminyaka yocalucalulo.

6.7 Ubulungisa bubhekiselele kwiphulo elingaguqukiyo lokuphathwa ngokulungileyo kunye nobulungisa nangeziphumo, kubandakanywa ukulungiswa nembuyekeyo, ukubuyisela nokubuyiselwa, ukusabalalisa ngokutsha kunye noxolelwaniso kubomi bomntu, ubuchwephesha, uluntu kunye nobomi kwihlabathi ngokubanzi.

6.8 Inguqu engobungakanani ibhekiselele kutshintsho lweenkcukachalwazi zabantu ngonxulumene nokungamelwa kakuhle ngokobuhlanga, imeko yezentlalo noqoqosho, isini kunye nokukhubazeka, phakathi kwezinye izinto. Inxulumene nemiba enokubalwa kwaye iboniswe kwiinkcukachalwazi. Oku kuquka ukuhlukana okukodwa kwabasebenzi, abafundi, amahlakani, abaxumi, amagama ezakhiwo, kunye namaqumrhu eziko afana neBhunga eliMele aBafundi, iiBhodi zeFakhalthi, isiGqeba soLawulo, iForam yeZiko, kunye neBhunga.

6.9 Inguqu engomgangatho kubhekiselele kwimiba engenakho ukulinganiswa ngokulula, kodwa enokuthelekiswa, iviwe ngezivamvo yaye ixhanyulwe. Ibandakanya imvakalelo kunye namava okubandakanywa (kuzo zombini kwezentlalo nezoqoqosho), ukuba yinxalenye yobunini kunye nokuchazwa ngokubambisana kweYunivesithi kunye nenkcubeko kunye nezithethe zayo, iindawo, imigaqonkqubo kunye nemisebenzi. I(ii)nkcubeko zeziko yi(zii)ngongoma eyi(eziyi)mfuneko ye(ze)nguqu esemgangathweni.

6.10 Inguqu epheleleyo ibhekiselele ekutshintshweni kweenkqubo zeYunivesithi ezingaqukiyo (nokuba kungenjongo okanye ngokungeyonjongo) kwiinkqubo ezibandakanyayo. Inguqu yinkqubo ebanzi ezinzisiweyo.

6.11 Inguqu ezinzisiweyo ibhekiselele kwimbono yokuba inguqu asingomsebenzi owodwa nongabalulekanga. Inguqu iyasasazwa kwaye inatyiswe ngaloo ndlela ingena ibe nefuthe kuwo onke amanqanaba kunye neenkalo zobomi baseyunivesithi. Inguqu ezinzisiweyo ithetha ukuba bonke abantu baseYunivesithi bayandakanyeka kwaye banoxanduva lokwenza ukuba inguqu ibe yimpumelelo. Inguqu ezinzisiweyo ngaxeshanye ithetha ukuba inkqubo yenguqu, utshintsho nohlaziyo luyakhuthazwa, isekelwe kwaye ikhokelwa ngamacandelo athile eziko, amaqumrhu kunye nabasebenzi.

6.12 Ukulungiswa ngokwembonakalo kubhekiselele kwiinguqu kwimo yembonakalo yaseYunivesithi kunye nenkcubeko yeziko ekhuthaza ukubuyiselwa, ubandakanyo kunye nonamathelwano lwamaziko (Fataar noCostandius, 2021).

6.13 Ukumiliselwa kobuAfrika yinkqubo yokubandakanya iimekobume ezixabisekileyo zenkcubeko yamaAfrika, iinkqubo zomsebenzi, neembono kwiinkalo ngeenkalo zobomi ezifana nezemfundo, ezopolitiko, ezoqoqosho, neenkqubo zentlalo. Ijonge ukukhuthaza ubuni, amafa emveli kunye nokuzimela ngokuqinisekisa iinqobo nezithethe zobuAfrika.

Ukumiliselwa kobuAfrika kubhekisa kubizo lweSU lokuba yiYunivesithi ngaphakathi kwimida yeli kunye nakwiAfrika ngokubanzi, ukuziqhelanisa nokufunda nokufundisa, uphando kunye nokuveliswa kwezinto ezintsha, ifuthe lenguqu kwezentlalo, esekelwe eAfrika kunye nokuba yinxalenye yoluntu lwehlabathi, ukuxabisa ulwazi lwemveli kunye nobulumko, kunye negalelo kwiimfuno zasekhaya kunye nokulangazelela ulwazi lwenguqu kwihlabathi ngokubanzi. Ukumiliselwa kobuAfrika kuquka ukuqondwa kwenkcubeko yelifa lemveli labantu baseAfrika ababe kade bevinjwe amathuba ngaphambili, ngokuphakamisa iintetho zenkcubeko ngeenkcubeko zezizwe ngezizwe kunye nokwamkelwa kweendlela zaseAfrika ekudalweni, ekuveliswени nasekuhanjisweni kolwazi.

6.14 Ukupheliswa kobukoloniyali yinkqubo yokudilizwa kwezopolitiko, ezoqoqosho, ezentlalo neengqondo zenkqubo yobukoloniyali, nokubuyisela isidima samaqela awayecinezelekile. Inkcubeko, ulwazi kunye nendlela yokugqithisa ulwazi yenkqubo yobukoloniyali ibandakanya ukutshintshwa kwezakhiwo kunye neenkqubo ezinikezela amalungelo awodwa kumaqela athile, ngokuxhobisa amaqela ahlelelekileyo ukuba aqinisekise ubunganga awo, ukuba ngababhali bamabali obomi babo, kunye nokubuyisela ubuni babo ngokwezenkcubeko. Yinkqubo entsonkothileyo neqhubekayo ejolise ekukhawuleleni nokulungisa imbali yobukoloniyali, kubandakanywa ukungalingani kwezentlalo, kwezoqoqosho, kunye nezopolitiko okwathi kwenzeka.

6.15 Imbuyekezo inemigqaliselo echaphazela ezomthetho neyokuziphatha. Imbuyekezo igqalisela ulwaphulomthetho lwekhontrakthi nolwaphulomthetho kwakunye nentswelabulungisalo kumntu ngamnye nakwezentlalo, kunye nokulimala nokwenzakala komntu ngokwembali. Imbuyekezo ibhekisa kwimbuyekezo kunye nokubuyiselwa okunxulumene nongcungcuthekiso, ubukoloniyali kunye nobuhlanga kuMzantsi Afrika wexesha localucalulo. Imbuyekezo imalunga namanyathelo okulungisa anxulumene nocalucalulo kunye nokwehliswa kobuntu ngeendlela zocalucalulo ngokwesini, ulongamelo lwamadoda, ucalucalulo ngokwezinga lasekuhlaleni, ukunyhashwa kwesidima kunye namalungelo oluntu ngokuthathela ingqalelo izinto ezidlulileyo nezexesha elizayo.

Imbuyekezo eSU ithetha ukwahlukana nentswelabulungisa yexesha elidlulileyo ngokuqaphela amalungelo awodwa embali nokujongana nawo ukuze kuqinisekiswe ukuba akukho kujongelwa phantsi kwakhona kwabantu noluntu olwaluhlelelekile ngaphambili. I-SU iyaluqonda unxibelelwano lwayo olungenakohlulwa kunye nezizukulwana ezadlulayo, zangoku nezexesha elizayo, kunye noxanduva lwayo kwisizukulwana sangoku nesexesha elizayo, njengoko kuchaziwe kwiNgxelo engeMbuyekezo yeYunivesithi yowama2018.[2]

6.16 Inkcubeko yeziko iphawulwe "njengeendlela ezizinziswe nzulu zokuziphatha kwequmrhu kunye neenqobo ezisemgangathweni ekwabelwana ngazo, izinto ezicingelwayo okanye iinzululwazi ngeengcinga, iinkolelo okanye iimbono amalungu anazo malunga namaqumrhu wabo okanye umsebenzi walo".[3] Kwakhona ichongwe njengomngeni obalulekileyo wenguqu kwinkqubo yemfundo ephakamileyo eMzantsi Afrika.

Inkcubeko yeziko enocalucalulo efuna inguqu, utshintsho kunye nohlaziyo inezi ngongoma zilandelayo: Ibhekisa kulwazi **olunomkhethe** ngenjongo okanye ubukhulu becala ngokungenanjongo, ukuqal' ugwebe, ukucingela, iimbono kunye nemifanekiso yabantu abavela kwezinye iintlanga, izini, iimvakalelo ngesini, amanqanaba okukwazi, amaqela obudala, izikhundla zentlalo noqoqosho, iinkcubeko, iinkolelo, ukuvuma, njl. njl.

nto leyo ethetha ukuba la maqela ayalelwa ukusuka phezulu ukuya ngaphantsi ngokwemibandela efana nenkangeleko yomzimba ubuchule bokuyila, ubugocigoci, ubuntu, ukuziphatha kakuhle, njl. njl. **Iziseko** zeziko nezentlalo zisekwe

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[2] "IYunivesithi yaseStellenbosch (iSU) iyaluvuma unxulumano olungenakuhluzwa nezizukulwana zangaphambili, ezangoku nezexesha elizayo. NgoNyaka we2018 kwiMinyaka eliKhulu, iSU ibhiyozela iimpumelelo zayo ezininzi kunye namawonga. I-SU ngaxeshanye iyalivuma igalelo layo kwintswelobulungisa yexesha elidlulileyo. Ngenxa yoku siyazisola ngokungazenzisiyo. Saxolisa ngokungagungqiyo kuluntu nakubantu ngabanye abebekhutshelwe ngaphandle kumalungelo embali eyayixhamle kuwo iSU kwaye siyawahlonipha amazwi kaMatie abalulekileyo elo xesha ebengazukuvalwa umlomo. Kuxanduva olubhekiselele kwisizukulwana sangoku nakwisizukulwana esizayo, iSU izinikele ngaphandle kwemiqathango kwinjongo yeyunivesithi ekwinqanaba lehlabathi ebandakanyayo ngaphakathi kweli naxa kujoliswe kwiAfrika."

[3] Caroline Suransky and J.C. van der Merwe. 2016. Transcending apartheid in higher education: Transforming an institutional culture. *Race Ethnicity and Education* 19(3): 577 597. DOI: 10.1080-13613324.2014 946487.

ngokubhekisele kulo mfanekiso ucingelwa ukuba ngowobungangamsha nokonganyelwa. **Amandla** aqokelelwa ukumilisela ezi ziseko. **Ukubeka izizathu ezivakalayo neengqiqo** kwezobungqondi, ezenkcubeko nezenkolo zilungiselelwe koku kukhetha icala kunye neziseko ezihamba noko. Oku kukheth' icala, iziseko kunye neengqiqo ziboniswa njengezisisiqhelo, **zinjengomthetho**. Ukuguqula iinkcubeko zeziko ezinocalucalulo ezinezi ngongoma ezifana nezi, yinxalenye eyimfuneko yenguqu efunekayo.

7. Iintsika zomgaqonkqubo

Iintsika ezintathu zenguqu eSU ngabantu, indawo kunye neenkqubo zezifundo. Ezi ntsika zinxibelelene nemigqaliselo ye-ECARE (eyileyo yobulungisa, imfesane, uxanduva lokuphendula, intlonipho nokugqwesa) njengenxalenye yenkqubo yendalo yeyunivesithi.

7.1 Indawo

Indawo iqondwa njengokubandakanywa koluntu kunye notshintsho kwiindawo zombini leyo yenkcubeko yeziko esisiseko eququzelela imvakalelo yokuba yinxalenye kubafundi kunye nabasebenzi. Oku kubandakanya ukulungiswa kwembonakalo, izenzo zomsebenzi ezibandakanyayo kunye nokufikelela ngokubanzi.

Njengoko iyiYunivesithi ekwimo yenguqu, iSU izinikele:

7.1.1 ukudala nokugcina inkcubeko yeziko ebandakanyayo ngokuqinisekisa iinkqubo zomsebenzi eziqukayo, ukufikelela kuwonkewonke ngokubanzi okukhuthaza ukufikeleleka komntu wonke okuya kuthi ke ngoko kuquke abantu abakhubazekileyo, unxibelelwano olubandakanyayo, ukusetyenziswa kweelwimi ezininzi, nokuhlola nokuvavanya inkcubeko yeziko;

7.1.2 ukuququzelela ukulungiswa kwembonakalo ngokuhlaziya intsingiselo yoluntu kunye nomqondiso weziseko ezingundoqo zeSU (izakhiwo, imiqondiso, imifanekiso eqingqiweyo, imifanekiso, njl. njl.) ngendlela eqinisekileyo, enenjongo nelungelelanisiweyo; kunye

7.1.3 nokudala ikhampasi yeengqondi evulelekileyo apho ingxoxo engqongqo kuyo yonke imiba yezemfundo kunye nentlalontle ikhuthazwa kwaye iququzelelwe, kwimeko yenguqu, ukubuyisela kunye nokulungelelaniswa neenqobo zaseSU, apho iimbono ezahlukeneyo kunye nemibono inokusebenzisana.

7.2 Iinkqubo zezifundo

Iinkqubo zezifundo zibhekiselele kwiinkqubo zezifundo ezinikezelwa yiSU kwiinkalo zokufunda nokufundisa, uphando kunye nokusungula izinto ezintsha, kunye nefuthe lenguqu kwezentlalo kwikharityhulam kunye nezinto ezibizwa ngokuba ziimeko zangaphandle kwekharityhulam. Iinkqubo zezifundo zibandakanya unikezelo lolwakhiwo lwenguqu ethile kubafundi kunye nabasebenzi.

Njengoko iyiYunivesithi ekwimo yenguqu, iSU izinikele:

7.2.1 ukuqinisekisa ukuba bonke abasebenzi nabafundi baxhotyiswe ngezakhono zenguqu (ezicaciswe ngenjongo yokujongana neengcinga neendlela zokuziphatha ezinocalucalulo);

7.2.2 ukubethelela ubuchule benguqu kwiimodyuli njengenxalenye yohlaziyo lwezifundo ngokumalunga nesiqulatho sekharityhulam nendlela yokugqithisa ulwazi ukuqinisekisa ukuba iinkqubo zokufunda nokufundisa zeYunivesithi zifanelekile kwiimfuno zenguqu yoluntu kwimekobume yokumiliswelwa kobuAfrika kunye nokususwa kwamakholoni; kunye

7.2.3 nokubeka phambili, ukwandisa kunye nokuphuhlisa iziphumo zophando kunye nemixholo ejongene neemfuno zenguqu zasekhaya kunye noluntu ngokubanzi lwaseAfrika kunye nehlabathi ngokubanzi kunye nemimiselo yokutshatyalaliswa kobukoloniyali.

7.3 Abantu

Xa kuthethwa ngabantu kubhekiswa kubantu baseYunivesithi, kubandakanywa abasebenzi bayo, abafundi, abo bangaphambili, amahlakani eziko kunye nabanye abaxumi abafanelekileyo kunye nabathathinxaxheba.

Njengoko iyiYunivesithi ekwimo yenguqu, iSU izinikele:

7.3.1 ukwandisa iyantlukwano efana ngokukodwa yabasebenzi bayo kunye nequmrhu labafundi ngokugaya abasebenzi abakwizinga eliphezulu, ukugcinwa kwabo kunye namanyathelo okufundisa kunye nokuphelisa imiqobo ekubandakanyekeni;

7.3.2 ukuqinisekisa impatho enobulungisa, echubekileyo nenobuchule kubo bonke abasebenzi, abafundi kunye nabanye abachaphazelekayo ngawo onke amacandelo eziko; kunye

7.3.3 nokwandisa nokuphuhlisa uthelelwano lwamaziko kunye nabafundi bangaphambili, abachaphazelekayo bangaphandle nabangaphakathi kuluntu, abaxhasi ngezimali namanye amaziko emfundo ephakamileyo ukomeleza inguqu, nokubambelela kwezona zinto ziphambili ezicwangcisiweyo kunye neenqobo ezisemgangathweni zeziko, ngokunjalo nokusabela kwiimfuno zenguqu yoluntu.

8. Ukuphunyezwa kwalo mgaqonkqubo:

8.1 Lo mgaqonkqubo, kubandakanywa nayiphi na imiqathango nemigaqo ephuma kuyo, ubophelela abasebenzi beSU (abasisigxina nabethutyana), bonke abafundi beSU, amalungu amaqumrhu asemthethweni aseYunivesithi, zonke iindawo ezingqonge iYunivesithi nezigqeba zolawulo kuquka iBhunga kwakunye namalungu azo zonke iinkampani okanye amaqumrhu asemthethweni aphantsi kolawulo lwaseYunivesithi abandakanyekayo ekuphunyezweni komgaqonkqubo namaxwebhu olawulo.

8.2 Yonke imigaqonkqubo namaxwebhu olawulo aveliswe emva komhla wokuvunywa kwalo mgaqonkqubo makangqinelane nalo mgaqonkqubo.

8.3 Umgaqonkqubo okhoyo kunye namaxwebhu olawulo kufuneka ahlengahlengiswe ukuze angqinelane nalo mgaqonkqubo ngexesha lenkqubo yohlaziyo jikelele necwangcisiweyo eya kwenziwa kwiminyaka emithathu yokuqala emva kokuvunywa kwalo mgaqonkqubo.

8.4 Lo mgaqonkqubo kufuneka ufundwe kwaye utolikwe njengomgaqonkqubo ophambili kuyo yonke eminye imigaqonkqubo namaxwebhu olawulo agxininisa ngokukodwa kwinguqu eSU.

8.5 Imithethosiseko yalo mgaqonkqubo iya kuqala ukusebenza ngoko nangoko emva kokuba yamkelwe liBhunga.

8.6 Yonke imigaqonkqubo, izicwangciso, kunye nemigaqo yokwenziwa kwezinto yaseSU kufuneka ihambelane mbo nemimiselo yalo mgaqonkqubo. Ukuza kuthi ga ngoku, amacandelo kufuneka athobele izibonelelo zalo mgaqonkqubo apho kuyimfuneko okanye kufanelekileyo.

9. Imisebenzi noxanduva lokuphendula

9.1 INqununu neliSekelaNgqonyela yaseSU inoxanduva lokugunyazisa inguqu kwiYunivesithi.

9.2 IsiCwangciso seNguqu esihlaziyiweyo, esiza kuyilwa emva kokuvunywa kwalo mgaqonkqubo, siza kucacisa iindima eziphathelele kwinguqu noxanduva lweepothifoliyo ezahlukeneyo ngokweenkcukacha ezithe vetshe.

9.3 U-DVC: weFuthe kwezeNtlalo, iNguqu nezaBasebenzi ngumnini, kunye nabasebenzi beziko abanoxanduva ngokubanzi lwalo mgaqonkqubo, kwaye unoxanduva lokuseka ulawulo oluyimfuneko ukujonga ukuphunyezwa kwawo.

9.4 UMlawuli oyiNtloko: weFuthe kwezeNtlalo neNguqu kunye noMlawuli: weFuthe kwezeNtlalo neNguqu ngabagcini balo mgaqonkqubo ngokubambisana. Ngabona basebenzi baphambili malunga nokuphunyezwa komgaqonkqubo, nokuququzelela nokukhokela inkqubo yophuhliso nohlaziyo lwawo.

9.5 IKomiti yeeNguqu zeZiko (iTC)) yikomiti ekwiCandelo leNqununu enika iingcebiso, iqhubela phambili ze iququzelele imiba enxulumene nenguqu. Lenza izindululo kwiCandelo leNqununu lomgaqonkqubo kunye nongenelelo oluyimfuneko olufunekayo ukomeleza ukuphunyezwa koMgaqonkqubo nesiCwangciso seNguqu seSU, ngokunjalo kunye nemigaqonkqubo nezicwangciso zesizwe ezinxulumeneyo nezo zaseSU. Esi sisakhiwo esahlukileyo kwiKomiti yoBulungisa kwezeNgqesho esekwe ngokoMthetho woBulungisa kwezeNgqesho ka1998.

10. Ukubek' iliso

Ukuthotyelwa kwalo mgaqonkqubo kuza kubekwa esweni kumanqanaba amaninzi.

10.1. IZiko loXanduva lokuPhendula, iintloko zamaCandelo kunye nezeFakhalthi zinoxanduva kwaye kufuneka ziqhubele phambili kwaye zibeke esweni ukuthotyelwa kwalo mgaqonkqubo. Iinkcukacha ngokuphathelele noku ziza kudakancwa kwisiCwangciso seNguqu.

10.2. IKomiti yabaFundi engeeNguqu kwiZiko (iSITC) yikomitana yeITC eza kubonelela ngegalelo kwi-ITC kwimiba enxulumene nenguqu egameni labafundi kuzo zonke iikhampasi, iifakhalthi kunye noluntu lwabafundi.

10.3 IForam yeZiko kunye neKomiti yeeNdlela zokuziPhatha yeNtlalo nezoShishino, ngokuhambelana nendima yabo emiselwe ngokomthetho, baya kucebisa iBhunga ngokuthotyelwa nokungathotyelwa kwalo mgaqonkqubo.

11. Ukunika ingxelo

11.1 I-DVC: yeFuthe kwezeNtlalo, iNguqu kunye nezaBasebenzi kufuneka banike ingxelo rhoqo ngembalelwano kwiBhunga ngenkqubela yokuphunyezwa koMgaqonkqubo weNguqu.

12. Uhlaziyo

12.1 Lo Mgaqonkqubo weNguqu uxhomekeke ekubeni uvunywe liBhunga.

12.2 Ekwamkelweni koMgaqonkqubo weNguqu, isiCwangciso seNguqu esihlaziyiweyo siza kuphuhliswa ukuze samkelwe liCandelo leNqununu ngokufakana umlomo neefakhalthi, isigqeba solawulo, amacandelo enkxaso yobungcali kwezemfundo kunye nabafundi.

12.3 UMgaqonkqubo woLwimi kufuneka uhlolwe kunyaka wesihlanu wokusebenza kwawo. Unganakho nokuhlolwa kwangethuba, okanye ngaphaya kwesihlandlo esinye ngeli lixa lokusetyenziswa kwawo xa umnini woMgaqonkqubo ekubona kufanelekile oko.

13. Amaxwebhu anxulumeneyo:

Amaxwebhu angaphakathi eYunivesithi:

- § UMbono ka2040 nesiKhokelo sobuChule sika2019-2024 weSU (neNgxelo engeMbuyekezo yeYunivesithi ka2018)
- § UMgaqonkqubo wokuFikelela kwizidingo zabanokuKhubazeka ka2018
- § IsiCwangciso seNguqu seSU sika2017
- § Umgaqonkqubo wokuLungiswa kweMbonakalo weSU ka2021
- § IQela eliSebenzayo laseSU lokuguTyulwa kobuKoloniyali kwiKharityhulam yeYunivesithi yaseStellenbosch (31 EyeKhala ka2017)
- § I-SU iThetha ngeNguqu: IsiKhokelo esiFutshane sezalaThiso - Siyakhula (sika2017)
- § UMgaqonkqubo nesiCwangciso seFuthe kwiNtlalo weSU
  UMgaqo 2040: SU's Integrated Ethics Code

Lo mGaqonkqubo weNguqu kwakhona uthathe kumaxwebhu angaphandle ahlukahlukeneyo, kubandakanywa la alandelayo:

- Agenda 2063: The Africa We Want.
- UmGaqosiseko weRiphabhlikhi yoMzantsi Afrika, ka1996
- Currie, I and De Waal J. 2017. *The Bill of Rights Handbook* (6th ed.) Cape Town: Juta.
- Durban Statement on Transformation in Higher Education (Department of Higher Education and Training 2nd Higher Education Summit, Oct 2015.
- UMthetho woBulungisa kwezeNgqesho wama55 ka1998.
- Fataar, A. and Costandius, E. 2021 *Evoking Transformation: Visual Redress at Stellenbosch University*. Stellenbosch Sun Press.
- UMthetho weMfundo ePhakamileyo we101 ka1997.
- Human Sciences Research Council Report on Transformation in Higher Education, 2017.
- Keet, A. and Swartz, D. 2015. A Transformation Barometer for South African Higher Education. Retrieved from Transformation-Barometer-_A-Discussion-Paper.pdf
- Maart, R. 2021. Cape Peninsula University of Technology: Vice-Chancellor's Transformation Seminar Series Report.
- Maart, R. and Dey, S. 2025 (eds). *Palates of Pleasure: Food, Memories and Culture.* Routledge.
- Molefi, N. O'Mara, J. and Richter, A. 2021. Global Diversity, Equity and Inclusion benchmarks: Standards for organizations around the world. *www.centreforglobalinclusion.org*
- National Development Plan 2030 National Development Plan
- Policy Framework for the Realisation of Social Inclusion in the PSET System, 2016.
- Programme for the Transformation of Higher Education: Education White Paper 3, 1997
- Smit 2014. Restitution, in R Brawley (ed), *The Oxford Encyclopedia of the Bible and Ethics* Vol.2. Oxford: Oxford University Press, p.204-207.
- White Paper on Education and Training, 1995.
- Woolman, S and Bishop, M. 2013. *Constitutional Law of South Africa* (2nd ed.). Cape Town Juta.

Phawula: Owona mthombo wolu xwebhu yinguqulelo yesiNgesi.