

DIVERSITY POLICY

1. PREAMBLE

The SRC is committed to an environment that is equitable and does not discriminate against any student on the basis of race, national origin, religion, culture, gender, disability or sexual orientation.

As a result of past discrimination, people were severely disadvantaged, specifically women, African, Coloured and Indian people, rural communities and students with disabilities. This resulted in a gap between African, Indian, Coloured and White male and female students, urban and rural students and students with disabilities.

2. AIM

The aim of this policy is to promote an environment free of discrimination and inequality at the University of South Africa. The SRC strives to achieve such an environment.

3. DEFINITIONS

The following terms shall have the meanings ascribed, unless the context indicates otherwise:

Term	Meaning
SRC	Student Representative Council
Student	Any student registered at Unisa for any undergraduate or postgraduate qualification
Gender	The sex of a person (male, female)
Disability	An impairment (mental or physical) that is rendered disabling by inadequacies in others' perceptions and in the provision of amenities available to others
Discrimination	Unequal treatment of certain groups on the basis of their race, national origin, religion, culture, gender, disability or sexual orientation

4. SCOPE

The policy applies to all students as defined.

5. OBJECTIVES

The objectives of the policy are:

- to eliminate any form of discrimination,
- to prioritise the empowerment of previously disadvantaged groups,
- to encourage female students to take part in student governance,
- to actively transform the Unisa environment in relation to student governance,
- to implement Unisa policies pertaining to students, and
- to align with all other relevant institutional policies of Unisa, including those on disability, sexual harassment, language, HIV/AIDS and international students.

6. IMPLEMENTATION OF THE POLICY

The SRC is committed to implementing the policy in respect of the following:

- equity, and
- elimination of discrimination.

6.1 Equity

The SRC recognises and commits itself to the empowerment of all students. To achieve this, the following will be encouraged:

- Active empowerment of formerly disadvantaged groups.
- Formation of relevant structures to encourage participation in student activities, e.g. a female students' forum.
- Establishment of links with other structures (internally and externally) concerned with empowerment.
- Participation of students in student governance.
- Provision of special training courses for previously disadvantaged students enabling them to take part in student governance.
- Rewarding of structures that encourage diversity.
- Support of and adherence to the Policy on Students with Disabilities.

6.2 Elimination of discrimination

The SRC strives to provide an environment free of any form of discrimination. The following will be encouraged:

- Education drives by the SRC to inform students of forms of discrimination.
- Zero tolerance by the SRC of any form of discrimination.

- Active involvement of students from disadvantaged groups in student governance.
- Prompt dealing with sexual harassment as per the student Policy on Sexual Harassment.
- Reporting of any form of alleged discrimination to the relevant structure and authority through the office of the Dean of Students.
- Formation of appropriate structures to support implementation of the policy, e.g. a female students forum

7. MONITORING

The implementation of the policy will be monitored by the SRC nationally and regionally. Reports on the implementation of the policy will be submitted to the SRC twice a year. Reports will also be forwarded to the office of the Dean of Students.

8. REVIEW

The policy review will be in accordance with the Policy on Policy/Rule Formulation.

