

## FACULTY CHARTER

Stellenbosch University's Faculty of Medicine and Health Sciences acknowledges, regrets and sincerely apologises for our complicity in the historical injustices of South Africa's past and we furthermore recognise how these injustices continue to perpetuate inequities today. We abhor all forms of unfair discrimination, exploitation, oppression, intimidation and bullying.

### As a Faculty we commit to:

- *Celebrating all forms of diversity on our campuses, including, but not limited to: ability, sexuality, gender, origin, language, race, culture and belief system.*
- *Ensuring that all individuals on our campuses enjoy a sense of belonging.*
- *Cultivating empowering environments in which individuals are able to express themselves freely, while considering and respecting the rights and freedoms of others.*
- *Fostering an environment in which everyone can learn, work and thrive; thereby enabling individuals to reach their full potential and become active citizens.*
- *Nurturing learning, teaching, working and research environments in which we engage with all our stakeholders with dignity, respect, fairness and transparency.*
- *Protecting the human rights of all our stakeholders and striving to ensure a positive impact on the communities we serve.*

### Students

- *We will promote mutual respect between our students, staff and other stakeholders.*
- *We strive to support our students and to equip them with the skills that will enable them to reach their full potential as competent, caring and ethically responsible healthcare professionals and scientists.*

### Colleagues

- *We undertake to treat those with whom we work with the utmost respect, dignity and fairness.*
- *We will attempt to resolve any differences amicably through introspective, culturally sensitive and meaningful dialogue.*

### Patients

- *We will treat our patients with compassion, fairness, dignity and respect.*
- *We commit to maintaining the highest possible ethical standards in our interaction with patients.*
- *We pledge to be advocates for our patients' rights and well-being.*

### Communities

- *We acknowledge the lived experiences of the communities we serve and value their input on the relevance and appropriateness of our curricula and our engagements with them.*
- *We will engage with communities respectfully as partners to ameliorate health and social disparities.*

### Research

- *We will promote research that is ethical, accessible and relevant to our context.*
- *We will engage in research that strives to benefit participants and communities.*
- *In our quest for academic excellence, the welfare of our research participants will always take precedence over scientific interests.*

### Environment

- *We consider our natural environment to be precious and fragile and therefore commit to protecting its sustainability and to implementing strategies which will minimise further degradation.*

We regard this charter as a pledge by the Faculty of Medicine and Health Sciences to all our stakeholders. We acknowledge that this charter is aspirational and that we, as individuals and collectively as members of the Faculty of Medicine and Health Sciences, are responsible for the realisation of this pledge. We will continue to engage with transformation towards the realisation of the above, in the spirit of humility and hope, in line with the Constitution of the Republic of South Africa.

## VERBIND TOT TRANSFORMERING COMMITTED TO TRANSFORMING SIYAZIBOPHELELA KUTSHINTSHO



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STELLENBOSCH  
UNIVERSITY

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## FAKULTEITSHANDVES

Die Fakulteit Geneeskunde en Gesondheidswetenskappe aan die Universiteit Stellenbosch erken, berou en vra opreg om verskoning vir ons aandadigheid aan die ongeregte in Suid-Afrika se verlede, en erken ook dat hierdie ongeregte vandag nog onbillikheid laat voortduur. Ons verafsku alle vorme van onbillike diskriminasie, uitbuiting, onderdrukking, intimidasie en afknouery.

**Ons verbind ons as Fakulteit tot die volgende:**

- om diversiteit in alle vorme op ons kampusse te vier; dit sluit die volgende in, maar is nie daartoe beperk nie: vermoë, seksualiteit, gender, afkoms, taal, ras, kultuur en geloofsgroep;
- om te verseker dat alle individue op ons kampusse voel dat hulle daar tuishoort;
- om bemagtigende omgewings te kweek waarin alle individue hulleself vrylik kan uitdruk en terselfdertyd ander se regte en vryhede in ag neem en respekteer;
- om 'n omgewing te bevorder waarin elkeen kan leer, werk en floreer, om sodoende alle individue in staat te stel om hulle volle potensiaal te verwesenlik en in aktiewe landsburgers te ontwikkel;
- om leer-, onderrig-, werks- en navorsingsomgewings te koester waarin ons al ons belanghebbendes met waardigheid, agting, billikheid en deursigtigheid benader; en
- om al ons belanghebbendes se menseregte te beskerm en daarna te streef om 'n opbouwende impak te hê op die gemeenskappe in wie se diens ons staan.

### Studente

- Ons bevorder onderlinge respek tussen ons studente, personeel en ander belanghebbendes.
- Ons streef daarna om ons studente die ondersteuning te gee en met die vaardighede toe te rus wat hulle benodig om hulle volle potensiaal as bevoegde, deernisvolle en eties verantwoordelike professionele gesondheidsorgwerkers en wetenskaplikes te bereik.

### Kollegas

- Ons onderneem om diegene saam met wie ons werk met die hoogste respek, waardigheid en billikheid te hanteer.
- Ons sal enige verskillende vriendskaplike probeer oplos by wyse van selfondersoekende, kultureel bewuste en betekenisvolle gesprekke.

### Pasiënte

- Ons sal al ons pasiënte met deernis, billikheid, waardigheid en respek behandel.
- Ons verbind ons tot die hoogste etiese standaard moontlik in ons omgang met pasiënte.
- Ons beloof om kampvegters vir ons pasiënte se regte en welstand te wees.

### Gemeenskappe

- Ons neem die geleefde ervarings van die gemeenskappe in wie se diens ons staan in ag en heg waarde aan gemeenskappe se insette oor die toepaslikheid en gepastheid van ons kurrikula en ons betrokkenheid by hulle.
- Ons sal gemeenskappe altyd met respek behandel as vennote in die bevegting van ongelyke gesondheids- en sosiale omstandighede.

### Navorsing

- Ons bevorder navorsing wat eties, toeganklik en tersaaklik vir ons konteks is.
- Ons onderneem navorsing wat daarop gerig is om deelnemers en gemeenskappe tot voordeel te strek.
- In ons strewende na akademiese uitnemendheid geniet die welsyn van deelnemers in ons navorsingsprojekte altyd voorkeur bo wetenskaplike oorwegings.

### Omgewing

- Ons beskou ons natuurlike omgewing as kosbaar en kwesbaar, en verbind ons dus daartoe om die volhoubaarheid daarvan te beskerm en om strategieë in te stel wat verdere aftakeling sover moontlik sal beperk.

Ons beskou hierdie handves as 'n plegtige onderneming deur die Fakulteit Geneeskunde en Gesondheidswetenskappe aan almal wat 'n belang in ons het. Ons besef dat hierdie handves aspirerend is en dat ons, die lede van die Fakulteit Geneeskunde en Gesondheidswetenskappe, individueel sowel as kollektief die verantwoordelikheid dra om hierdie belofte 'n werklikheid te maak. Ons sal voortgaan om transformasie te bewerkstellig met die oogmerk om hierdie handves uit te leef in 'n geestes van nederigheid en hoop, en ooreenkomstig die Grondwet van die Republiek van Suid-Afrika.

## ITSHATA YEFAKHALTHI

IYunivesithi yaseStellenbosch, kwiFakhalthi yezoNyango nezeeNzululwazi kwezeMpilo iyavuma, izisola yaye ixolisa ngokwenene ngokuzibandakanya kwimbali yolawulo lwamandulo olwalunezenzo ezingenabulungisa eMzantsi Afrika kananjalo siyaqwalasela impembelelo yendlela olu lawulo luthe lwaqhubeka ngalo lukhuthaza ukungalingani kule mihla. Asihambiselani kwaphela nazo zonke iindlela zocalu-calu, ingcinezelo, izigrogriso kwakunye nokuhlukumeza.

**Siyile Fakhalthi, siyazibophelela:**

- **Ukubhiyozela** zonke iintlobo-ntlobo zeenkubeko ezohlukeneyo kwiikhampasi zethu, kuquka, kodwa kungekho mda umiseweyo: wokuba nobuchule, wesini, wobuni, wemvelaphi, wolwimi, wobuhlanga, wenkubeko nemo yenkolelo.
- **Ukuqinisekisa** ukuba wonke ubani kwiikhampasi zethu azive emkelekile.
- **Ekuhlumiseni** nasekuxhobiseni iindawo apho umntu nomntu akwazi ukuveza iimbonozakhe ngokukhululekiyo, ngelixa ekwanika ingqalelo yokuhlulipha amalungelo nenkululeko yabanye abantu.
- **Ekuqhuliseni** iindawo apho ubani anokufunda, asebenze yaye agqame; ngokuthi ubani nobani axhotyiswe ukuze afikelele kwelona qondo liphezulu ukuze abe ngummi onegalelo nenkxaxheba elizweni.
- **Ekunonopheleni** imfundo, imfundiso, ukusebenza kwakunye neendawo zophando apho sisebenza nabathathi-nkxaxheba ababandakanywayo ngesidima, ngentlonipho, ngobulungisa nangendlela eselubala.
- **Ekuqhuseleleni** amalungelo abo bonke abathathi-nkxaxheba bethu nokuzimisela ekuqinisekiseni ifithe lempumelelo kwiindawo esinika kuzo iinkonzo.

### Abafundi

- Siyakuthi sikhuthaze intlonipho efanayo phakathi kwabafundi bethu, abasebenzi kwakunye nabanye abathathi-nkxaxheba.
- Sizimisele ukunika abafundi bethu inkxaso kananjalo sibaxhobise ngezakhono eziza kubanceda ukuba bafikelele kwelona qondo liphezulu lokuba nobuchule, inkathalo kunye nendlela yokuziphatha eyamkelekileyo njengabantu abazingcali zokusebenza ngezigulane kunye neengcali zeenzululwazi.

### Abasebenzi-kunye

- Siyazibophelela ukuphatha abo sisebenza nabo ngeyona ntlonipho, isidima nangendlela enobulungisa.
- Siyakuzama ukusombulula iyantlukwano ngoxolo ngendlela yokuzigoca-goca, siqaphele izimo zenkubeko kunye neengxoxo ezinengqiqo eyiyo.

### Izigulane

- Siyakuziphatha izigulane zethu ngenkathalo, ngendlela elungileyo, isidima kunye nentlonipho.
- Siyazibophelela ukugcina elona qondo liphezulu lwendlela esemgangathweni ophhezulu owamkelekileyo wokuziphatha kwindlela esisebenzisana ngayo nezigulane.
- Senza isibhambathiso sokuba ngabameli bamalungelo kunye nentlalo-ntle yezigulane zethu.

### Uluntu

- Siyawavuma amava empilo yoluntu esinika iinkonzo kulo sikwalixabisile igalelo labo elamkelekileyo nelifanekileyo kuluhlu lweenkqubo zethu zemfundo kunye neendibano zethu noluntu olo.
- Siza kusebenzisana noluntu ngentlonipho njengamahlakani ethu ukuze sinyuse izinga lempilo engcono nokunciphisa ukungalingani entlalweni.

### Uphando

- Siyakunyusa izinga lophando lwendlela yokuziphatha eyamkelekileyo, ekulula ukufikeleleka kuyo nengqamene neemeko zethu.
- Siza kuthatha inkxaxheba kuphando oluzama ukuba abo bathi bathathe inkxaxheba bakuthi baxhamle kuquka noluntu.
- Kwiinzame zethu zokusebenzela elona qondo liphakamile lezemfundo, intlalontle yabathathi-nkxaxheba bethu kwezophando iyakusoloko ibekwa phambili ngaphezulu kweminqwano yeengcaphephe kweenzululwazi.

### Indalo esingqongileyo

- Sibona indalo yethu esingqongileyo ixabisekile yaye ibuthathaka kungoko sizimisele ukuyikhusela ingatshabalali yaye sizama iindlela zokunciphisa amalunge okuyenza ukuba ingaqhubekiki intshabalalo lehle iqondo layo.

Sibona esi sibhambathiso njengesifundo saleFakhalthi yeZonyango neZeenzululwazi kwezeMpilo kubo bonke abathathi-nkxaxheba bethu. Siyawavuma ukuba esi sibhambathiso siyakhuthaza kwaye thina singabanye-ngabanye, kuquka amalungu onke ale Fakhalthi yeZonyango neZeenzululwazi kwezeMpilo sinoxanduva lokusithathela ingqalelo esi sibhambathiso. Siya kuqhubeka ukuzibandakanya notshintsho ukuze kwenzekwe oku kungentla, ngomoya othobekileyo nonika ithemba, nangendlela ehambelana noMgaqo-Siseko waseMzantsi Afrika.