



FACULTY OF HEALTH SCIENCES

FACULTY CHARTER



PREAMBLE

Post-apartheid South Africa is emerging from decades of systematic discrimination that affected every aspect of society, including the health sector, resulting in profound inequities in health status in the population. Central to the reconstruction of South African society is the need to develop a culture of human rights based on respect for human dignity and non-discrimination.

Although there were significant attempts by staff, students and the institution to resist apartheid injustices, UCT was not immune to the racist, sexist, and other discriminatory practices and values that typified society under apartheid. As UCT grapples with transformation, we remain with the legacy of these discriminatory practices.

To overcome this legacy of apartheid and other forms of discrimination, UCT Health Sciences Faculty is producing this Charter as a basis for transformation of the institutional culture of the faculty to ensure that students and staff have access to an environment where they are able to realise their full potential and become active participants in the academic life of the faculty.

PRINCIPLES

DISCRIMINATION The Faculty will not tolerate any form of negative discrimination and will uphold the university's policy on non-discrimination.

SUPPORTIVE CULTURE The Faculty will foster a supportive culture, where diversity and difference is respected, in order to encourage students and staff to reach their full potential in their activities of learning, working, teaching, research and service in the faculty.

CAPACITY BUILDING The Faculty will strive to develop the skills of its employees and help to build the skills base of South Africans, in particular formerly disadvantaged South Africans, through various strategies at its disposal

EMPLOYMENT EQUITY The Faculty will strive to attract and retain talented black professionals by recognising their abilities, affirming their skills and ensuring an environment that is welcoming and supportive.

FACILITATION OF LEARNING The Faculty will strive to uphold and encourage the highest standards of teaching, and strive to create an atmosphere conducive to learning for all students.

RESEARCH The Faculty will strive to uphold the highest ethical standards of research and ensure that research seeks to benefit the South African community.

SERVICE The Faculty will strive to ensure that students and staff uphold the highest standards of service to the community, including commitments to ethical principles and human rights.

CONSULTATION The Faculty will strive to consult with staff and students on major policy changes that affect them that may be undertaken by the faculty and seek to entrench transparency in its workings.

MONITORING AND EVALUATION The Faculty will endeavour to annually review its performance in the light of this Charter.

COMMUNITY PARTICIPATION The Faculty will strive to ensure participation of the community in decisions in the spirit of the Primary Health Care Approach adopted by the Faculty as its lead theme.