



HIGHER HEALTH

Higher Education and Training
Health, Wellness and Development Centre

Implementation Protocol on Code of Ethics

Version: 23 August 2021

Guidelines and Protocol writing committee: Ms Crystal Dicks, Ms Erica Emdon, Ms Thobekile Finger and Dr Vincent Zishiri, in support with the PSET Gender Based Violence Technical Task Team, chaired by Professor Puleng LenkaBula

Supported by European Union (EU), Health and Welfare Sector Education and Training Authority (HWSETA) and National Skills Fund (NSF)

Professor Ramneek Ahluwalia
Chief Executive Officer

Code of Ethics

To Accompany the Sexual and Gender Related Implementation Guidelines ('GBV Guidelines') and any GBV policy adopted by the Post School Education & Training (PSET) institution ('the institution')

1. Adherence to the Highest Ethical Standards

All members of the campus community commit themselves to behaviour of the highest ethical standards of integrity, honesty, respect and responsible behaviour in their life at this institution.

2. Human dignity

Everyone on the campus has inherent dignity and has the right to have their dignity respected and protected as set out in the Bill of Rights of the South African Constitution.

3. Compliance with the Rules, Regulations and Policies of the Institution

Every member of the campus community commits themselves to familiarising themselves with all policies, rules, regulations and stipulations that concern them. In particular, the campus community is required to take special note of the GBV policies, guidelines and protocols as there is a need to be mindful of the scourge of gender-based violence affecting PSET institutions.

4. Respect for others

Members of the campus community are committed to treating all persons fairly and with respect, to not engage in harassment or discrimination, bullying or aggression and to avoid injuring others. This requires people to:

- Treat all persons fairly and with respect and to not engage in discrimination based on characteristics such as race, religion, gender, disability, age, national origins, marital status, sexual orientation, gender identity or gender expression.
- Not engage in harassment of any kind, including sexual or gender harassment or bullying behaviour.
- Avoid injuring others, their property, reputation, study or employment by false or malicious actions, rumours or any other verbal or physical abuse.

5. Respectful behaviour

Students must behave respectfully toward their peers and all staff. In the classroom students may not interrupt their classmates or lecturers, make fun of them or their expressed views or disrupt the learning environment.

Similarly, staff must treat students with respect, recognising the power they hold within the learning environment.

Staff and students will familiarise themselves with the institution's GBV policy and implementation guidelines and protocols, particularly the relevant clauses on what constitutes inappropriate standards of behaviour and the consequences for such actions, alongside the standards for what constitutes a safer campus community.

6. Open Exchange of Ideas

All members of the campus community have the right to freedom of expression which includes the right to receive or impart information or ideas, freedom of artistic creativity and academic freedom and freedom of scientific research, as set out in the Constitution.

7. Refrain from hate speech

While the right to freedom of expression is inherent and of paramount importance at a post school education and training institution, that right is not an absolute right. It is a right that must be tempered by an obligation not to indulge in hate speech or any form of expression that is discriminatory, hateful or abusive to another person or that may cause another person damage or harm.

8. Alcohol abuse

Members of the campus community must refrain from alcohol misuse since sexual and gender-based violence has been closely associated with alcohol abuse.

9. Consequences of failing to adhere to the Code of Ethics

Members of the campus community may face disciplinary action if they fail to adhere to this Code of Ethics.

I, in my capacity as a
commit to following this Code of Ethics at all times and report any suspected or alleged violation of the Code.

Place:

Date:

Signature: