

DOCUMENTARY REVIEW COMPILATION OF NOTES

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Documents under review:

- Sexual harassment policy
- University Charter
- WUA SRC Constitution
- Women's University in Africa Employment Code Of Conduct

Sexual Harassment Policy

- WUA has a “zero tolerance to sexual harassment” policy as a way of promoting a gender equality, non-discrimination, and dignity.
- The policy established Anti-Sexual Harassment committees to handle complains. Which works at faculty level as well as institutionally
- It is added in their compulsory gender module
- If a complainant decides to take up the matter to the national court system, the committee is to support the individual (4.6.6)

University Charter notes

- *Mission Statement*

The Women’s University in Africa is dedicated to reducing gender disparity by providing a gender sensitive and socially responsible educational training and research institution.

- To assess how this is going
- Staff Disciplinary committee
 - There shall be a Staff Disciplinary committee which shall consist of the following members appointed by the Vice-Chancellor-
 - The functions of the Staff Disciplinary Committee shall be to investigate any breach of a Statute, regulation or ordinance or other misconduct on the part of any member of staff of the University and, subject to subsection (6), to recommend to the Vice-Chancellor the punishment to be imposed on, or order to be made, in respect of the member if it finds him guilty of such misconduct.

- Board of trustees

The Board, according to the Trust Deed registered in Zimbabwe, shall consist of not less than two and not more than nine members, six from Zimbabwe and three from other countries.

NOTES

- Gender is not specified for Chancellor, Vice and the Pro-Vcs

NOTES ON SRC DOCUMENT

We, the Women's University in Africa Students Council, guided by the principles of this Constitution, obligate ourselves to build a united, just, and prosperous University, founded on the values of transparency, gender sensitivity, diversity, accountability, equality, academic freedom, fairness, honesty, integrity and the dignity of work.

- Values include gender sensitivity, accountability, equality and academic freedom
- They are upholding most of these

☐ The Student Union General Meeting

- According to the constitution they are regarded as the highest authority and superiority
- That they have the most say

☐ Genral meetings only once a year

- The meeting shall be called upon 5 working days notice,
- Once a year – is that enough for the studs to be informed and heard?
- Only 5 working days' notice- complains of information dissemination were noted, does that give ample time for students to be aware and some from different campuses to make the travel plans'?

☐ The post of President shall be strictly reserved for female students.

- That's encouraging

☐ There isn't much indication of the powers of the SRC in the overall school governance. Is it severely limited or not clearly stated?

- 11.2.4 be the mouthpiece of the Student Union with the University Administration and external world, but only after clearance from Women's University in Africa Administration.
- Their external presence is also limited in that they need to seek approval first from WUA.

☐ There is provision for Councillors.

- councillors in the SRC come from the faculties and also occupy the different committees in the union
- Some councillors are elected to represent a campus

- Other to represent the marginalised (those living with disability)
- and the others to represent foreign students

So representation is well catered for

☐ The following act or conduct shall be regarded as disciplinary offences:

15.1 (a) failure to properly account for union funds used in undertaking on behalf of the Union

☐ sexism, racism and any other forms of discrimination

- sexism and discrimination from any member or leader of the union is set for disciplinary action which is good.

☐ Administration (Registrar and Senior Administrative Assistant Student Affairs Office (S.A.A.)

- All communication of S.R.C and student issues shall be channelled through or communicated to the S.A.A unless indicated otherwise upon which the Registrar or Pro Vice Chancellor shall be contacted.

- There shall be at least a meeting between the S.A.A. and the S.R.C to discuss the issues affecting students and the meeting shall be held once a month.

- There shall be at least 2 meetings per semester between the administrative staff and the S.R.C with the Pro Vice Chancellor being the Chairperson.

- So, there is a form of feedback system between the SRC and the VC.

- Still no indication of how much power SRC has to leverage issues

Doc review on Code of Conduct

- Research principal Labour act Ch28:01

- The code of conduct is so focused on general employers behavior without giving a very detailed description in the gender sensitive issues that are as important. It's something I would expect to see at any institution. Yet, I should be able to get the WUA vibes from what I'm reading

Check mission. I can't get that sense from their expectations of a wua employee

- Google gender sensitive code of conducts. What's meant to be included if the institution was truly for the idea of gender inclusion, sensitivity and development

- The code of conduct is focused on disciplinary issues more than the aspect of expectations. Even though the disciplinary issues are important, the expectations need to be laid out as detailed as the former.