RHODES UNIVERSITY
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UMGAQO-NKQUBO WABAFUNDI WAMATYALA ANXULUMENE NEZESONDO

UMqulu woMgaqo-nkqubo	IFakhalthi yeMfundo ePhakamileyo nabaFundi
ISahluko soMgaqo-nkqubo	IMicimbi yabaFundi
Ikomiti, iYunithi, iCandelo, iFakhalthi enoxanduva	IKomiti yoLuleko lwabaFundi
USihlalo/uMlawuli/uMphathi onoxanduva	UMlawuli: ImiCimbi yabaFundi kunye noMlawuli: iiProjekthi eziKhethekileyo
Umhla wokuQala neLandelayo yeziQiniselo zeBhunga	
IMbali yoPhengululo: IziGxeko-ncomo ezaMkelweyo	
UMjikelo woGxeko-ncomo (umzekelo; rhoqo kunyaka wesi-2/5/7 njalo-njalo)	Rhoqo emva kweminyaka emi-3
UMhla wesiGxeko-ncomo oLandelayo	2022

1. IINKCUKACHA ZOMGAQO-NKQUBO

1.1. IsiHloko soMgaqo-nkqubo	UMgaqo-nkqubo wabaFundi wamaTyala ezeSondo
1.2. INgxelo yoMgaqo-nkqubo (Ichaza ngomhlathi omnye ngesigunyaziso somgaqo-nkqubo nokuba oku kuhambelana njani noMsebenzi neNjongo yeYunivesithi)	IYunivesithi iRhodes izinikele ekuqinisekiseni nasekugcineni imo yentlalo yeziko ethobela amalungelo oluntu yaye iqaphela isidima nokubaluleka umntu azalwa nako ngokuhambisanayo neBhili yamaLungelo nayo yonke imithetho yesizwe ebandakanyekayo. Isenzo esigwenxa ngokwesondo sisengela phantsi iinqobo zeziko lethu yaye oku kukophula okuqatha amalungelo nesidima somnye umntu. Onke amalungu eYunivesithi iRhodes alindeleke ukuba aziphathe ngendlela egcina imo yentlalo engenachaphaza lesenzo sokuziphatha gwenxa ngokwesondo. IYunivesithi ayizi kulunyamezela naluphi na uhlobo lobundlobongela ngokwesondo njengoko bukukophula umthetho ngendlela eqatha yaye oku kungakhokelela kwisenzo soluleko. IYunivesithi ilandela ucwangciso oluntlangothi-mbini ekuqubisaneni nobundlobongela ngokwesondo nokuxhaphaza ngokwesondo – ngokuthintela nokutshutshisa. Lo mgaqo-nkqubo umiliselwe ku*Mgaqo-siseko weRiphablikhi yoMzantsi Afrika (1996)* nochaza amalungelo abemi bonke. Ezi zibonelelo zilandelayo zoMgaqo-siseko wethu zezibandakanyeka ngokukodwa: ▪ Icandelo 9: Wonke ubani ulingana nomnye phambi komthetho kwaye unelungelo lokukhuselwa nelokuncedakala ngokulinganayo emthethweni. Urhulumente akufuneki acalule ngokuthe ngqo okanye ngokungathanga ngqo namphi na umntu ngenxa yesizathu okanye yezizathu ezibandakanya ubuhlanga, isini, ukukhulelwa, imo yomtshato, imvelaphi ngokobuhlanga okanye ngokwasekuhlaleni, ibala, uhlobo lokuthandana alukhethayo umntu, ubudala, ukukhubazeka, inkolo, isazela, inkolelo, inkcubeko, ulwimi nokuzalwa. Akukho mntu uvumelekileyo ukuba acalule nabani na ngokuthe ngqo okanye ngokungathanga ngqo. ▪ Icandelo 10: Wonke ubani unelungelo kwisidima sobuntu, kunye nelungelo lokuhlonitshwa nokukhuselwa kwesidima sakhe. ▪ Icandelo 12 (1): Wonke ubani unelungelo lenkululeko nokhuseleko lobuntu, elibandakanya ilungelo lokukhululeka kuzo zonke iintlobo zogonyamelo ezivela kwiinkalo zabucala okanye zikawonke-wonke. ▪ Icandelo 12 (1): Wonke ubani unelungelo ledisidima ngokwasemzimbeni nasengqondweni nto leyo ibandakanya ilungelo: lokhuseleko nolawulo lwemizimba yabo; nokungasetyenziselwa luphando kwezonyango okanye ezobunzululwazi, ngaphandle kwemvume yakhe ayinike eyiqonda kakuhle into avuma yona. ▪ Icandelo 35(3) (h) Wonke ubani obekwa ityala unelungelo kukuqhutywa kwetyala ngokungenamkhethe, nto leyo ebandakanya ukuthathwa njengomtu ongenatyala; ukuthula; nelokunganiki bungqina xa kuxoxwa ityala. Imithetho neMimiselo Yoluleko yabaFundi beYunivesithi iRhodes ngumqulu olawula ukuba amatyala oluleko kumele ukuba aqhutywa njani. IYunivesithi izimisele ekukhuthazeni imo yentlalo yekhampasi exhasa nekhawulezisa ukuxelwa kokuziphatha okunegxeke ngephanyazo

	nokugwetywa kwamatyala kwangethuba nangokungenamkhethe. Iinkqubo zeYunivesithi ziqulunqelwe ukukhusela amalungelo, izidingo kananjalo ukugcina ihlebo lomfundi owenza isikhalazo kwiYunivesithi, kunye nezo zabafundi abatyholwa ngokuziphatha ngokunegxeke. IYunivesithi ikwathobela zonke iimfuneko zokulamla ezimiselweyo ngokomthetho, ukwazisa ngolwaphulo-mthetho, kunye nezibonelelo zabucala eziphathelele ekwenzeni okugwenxa ngokuphathelele kwezesondo, kwabathandanayo/ugonyamelo lwasekhaya, kunye nokuchwechela abanye. IYunivesithi iza kwenza lo mgaqo-nkqubo namathuba okufunda ukuba afumaneke ngokulula kubo bonke abafundi nakumanye amalungu eYunivesithi. Ngokuthi bangenelele njengabakhi-mkhanyo abanegalelo, onke amalungu eYunivesithi afaka igxalaba kwimo yentlalo ehloniphekileyo, ekhuselekileyo, nengagrogrisiyo.
1.3. Isizathu somgaqo-nkqubo (Oko lo mgaqo-nkqubo ujolise ekukuphumezeni)	Injongo engundoqo yalo mgaqo-nkqubo kukuqinisekisa imo ekhuselekileyo yeziko nalapho onke amalungu eYunivesithi iRhodes angafunda, asebenze yaye ahlale ngesidima ngaphandle koloyiko lwesincwaso angasifuniyo. Ncakasane, iinjongo zezi: a. Ukukhuthaza imo yentlalo elungileyo, eyamkelayo, ekhuselekileyo nebandakanyayo nalapho naliphi na ilungu lakwiYunivesithi iRhodes liphathwa ngentlonipho nesidima; b. Ukuvelisa ubume obuxhasa abafundi abakhe babangamaxhoba oganyamelo ngokwesondo ngohlobo oluthile; c. Ukuthintela bonke abafundi bakwiYunivesithi iRhodes ekuzimanyeni nakoluphi na uhlobo lokuziphatha gwenxa ngokwesondo; d. Ukuvelisa ubume bomgaqo-nkqubo wokuthintela nokutshutshisa zonke iintlobo zokuphathwa gwenxa ngokwesondo; e. Ukuqinisekisa ukuba onke amatyala okusetyenziswa gwenxa kwesondo aphathwa ngobunono nobumfihlo obuwafaneleyo, ngokuhlonipha bobabini ummangali kunye nomtyholwa; f. Ukuvelisa iindlela ezicacileyo zokuxelwa nokuphathwa kwamatyala okusetyenziswa gwenxa kwesondo; g. Ukwazisa ngcono uluntu lweYunivesithi ngazo zonke iintlobo zokusetyenziswa gwenxa kwesondo
1.4. Abantu abachatshazelwa ngulo mgaqo-nkqubo (umzk. Onke amacandelo eYunivesithi)	Abafundi, abasebenzi, abo bayamene neYunivesithi iRhodes kunye nabanikezela ngeenkonzo abaphantsi kwesivumelwano sengqesho neYunivesithi iRhodes.
1.5.Ngubani omakafunde lo mgaqo-nkqubo (Abantu abamele ukusabela eli khwelo lalo mgaqo-nkqubo ukuze benze	▪ Bonke abafundi nabasebenzi baseRhodes Yunivesithi ▪ Umphathi: ISebe elichasene nokuXhatshazwa noCalucalulo ▪ Intloko yabongikazi: Iziko leNkathalelo yezeMpilo ▪ Umphathi: Iziko leNkathalelo yezeMpilo

ngokuyimpumelelo imisebenzi yabo)	▪ Umbhexeshi: Imicmbi yabaFundi ▪ Abatshutshisi ▪ Umphathi: Ubudlelwane Babasebenzi ▪ Umpathi: Ukhuseleko lweKhampasi
1.6. Idilesi yewebhusayithi/ Apho ufumaneka khona lo mgaqo-nkqubo	

2. AMAXWEBHU NAMAPHEPHA AGCWALISWAYO NEZIXHOBO EZIPHATHELELE KUMGAQO-NKQUBO

(Imigaqo-nkqubo yeYunivesithi, iMithetho yokuziphatha namaXwebhu (afana nemithetho/imigaqo-nkqubo/imithananaga/imigqaliselo ehambisana nalo mgaqo-nkqubo)

2.1. Imithetho ehambisana nomgaqo-nkubo (Imithetho/Izidingo zoLawulo/Iingxelo zeQumrhu – zibalule ezi zinto)
Umgaqo-siseko weRiphablikhi yoMzantsi Afrika, 1996 Umthetho ojongene noLwaphulo-mthetho (Amatyala ngokwesondo neMiba ePhathelele kuwo) Umthetho Olungiselelweyo 32 wama-2007, Iphepha leeNkqubo zeziFundo ebizwa ngokuba yi*Education White Paper 3*: Inkqubo yeeNguqu Ezimandla zeMfundo Ephakamileyo (1997), Ulungiso-lubhalo Lokugqibela (2018) loMgaqo-nkqubo ojongene noBundlobongela ngokweSini weSebe lezeMfundo kwakunye noBume besiCwangciso sokuPhatha uMcimbi esilungiselelwe iMfundo esemva kwaleyo yokugqiba esiKolweni neCandelo loLolongo, Ingxelo yaseRU yeqela elixakathisiweyo loBundlobongela ngokweSondo, 2016
2.2. Imigaqo-nkqubo enobuDlelwane
Ingqokelela yeMithetho Ecwangcisiweyo yoLuleko lwaBafundi Ingqokelela yeMithetho Ecwangcisiweyo neNkqubo engoLuleko lwaBasebenzi
2.3. Imithetho yokuziphatha ephathelele kule
Umthetho onxulumene nokuziphatha waseRU wokulawula ubudlelwane obayameneyo phakathi kwabasebenzi nabafundi naphakathi kwabasebenzi bodwa
2.4. Amaphepha agcwaliswayo nezixhobo (amaxwebhu aza kugcwaliswa ngelixhasa ukuphunyezwa kwalo mgaqo-nkqubo)
Isihlomelo A Inkcazelo engumzobo

3. IINKCAZO ZOMGAQO-NKQUBO

Iinkcazo ziquka, kodwa zingaphelelanga koku kulandelayo:

IGAMA	INKCAZO
Othathwa njengoMenzi wobubi	Umntu othathwa njengowenze uhlobo oluthile lobugwenxa obuhlangene nezesondo.
Uhlobo olungolunye Lokusonjululwa kweMpixano (ADR):	Ingqokelela yobuchule neenkqubo zokusombulula impixano ezifana nokulamla, ukunceda, imbuyekezo, uvuselelo lobulungisa, nkqubo ezo ezisebenza njengeendlela zokunceda kwabo bangavumelaniyo ukuze bafikelele kwisigqibo ekusombululeni umba abaxambulisana ngawo ngoncedo lomntu wesithathu.

UMmangali	Umntu othathwa njengexhoba lohlobo oluthile lobugwenxa obuhlangene nezesondo.
Imvume yamxhel'omnye	Isivumelwano sokuzibandakanya kwisondo ngokukhululekileyo, unolwazi kananjalo ungekho phansti koxinizelelo. NgokoMthetho woLwaphulo-mthetho onguMthetho oLungiselelweyo we-32 ka-2007, iimeko apho umntu angenakwenza isivumelwano sokuzibandakanya ngesondo nomnye iquka oku kulandelayo: Apho umntu: a. Aleleyo; b. Angekho zingqondweni; c. Apho iingqondo zakhe zithe zaphendukwa akabikho kwiingqondo ezipheleleyo, kuquka ukuba phantsi kweempembelelo zamachiza, zeziyobisi, zotywala nezinye ezidodobalisa ukucinga, kangangokuba indlela yabo yokucinga noluvo zichaphazeleke ngamandla; d. Ukugula ngengqondo; e. Ukuba ngaphantsi kweminyaka eli-12. Isivumelwano kusukuba singekho kananjalo kwiimeko apho ubani ethe wavumelana ukwabelana ngesondo ngenxa yezi zizathu zilandelayo: a. Ukunyanzelwa okanye ukoyikiswa; b. Ukugrogriswa, kuye umntu lowo okanye omnye osondelene naye. c. Ukusetyenziswa ngokungafanelekanga kwesikhundla okanye kwegunya kangangokuba ubani uyathinteleka ekuboniseni ukungavumi ekuzibandakanyeni nezenzo esinxulumene nesondo (umzekelo, abafundi abangaphantsi kwesandla sabasebenzi beyunivesithi. Umba wokuba umntu engathanga, 'hayi' okanye angabonakalisi ngokwentshukumo ukuba uyaxhathisa, akakufuni okwenzekayo, ukwenza isondo akuthethi ngokunokwako ukuba kuvunyelenwe. Umntu uvumelekile ukuba arhoxe kwisigqibo sakhe nangaliphina ithuba phambi okanye ngethuba kusabelwana ngesondo.
Umyalelo Wokunganxibelelani	Isithintelo esipheleleyo sokunganxibelelani nangaluphi na uhlobo, ngokuthe ngqo okanye ngokungathanga ngqo nalowo ukhonjwa njengowonileyo, ekuquka kodwa kungaphelelanga ekudibaneni ubuso ngobuso, ngeleta, ngomnxeba, naluphina uhlobo lonxibelelwano lobuchwephesha, nangazo naziphina iindlela zokunxibelelana ngaphandle kokuba iNqununu yeYunivesithi okanye lowo uchophele ityala loluleko, okanye iBhodi emele ululeko itsho okunye. Le nkqubo yeyangaphakathi kwiYunivesithi ayiyiyo okanye yahlukile kuleyo yakwaMantyi.
Udlwengulo	Umntu ozithathela ngolunya okanye ngokungekho semthethweni isondo unetyala lokudlwengula.
Isilalo	Ukumngena omnye umntu kumzimba ongezantsi okanye ukuzithathela kumzimba ongezantsi
Ukuzithathela kwisondo ngolunya	1. Umntu ("A") othi ngokungekho mthethweni, esenza oko ngenjongo yokuzithathela isondo ngolunya kulowo umangalayo ("B"), nangaphandle kwesivumelwano kunye noB, lowo unetyala lokudlwengula. 2. Umntu ("A") othi ngokungekho mthethweni esenza oko ngenjongo yokuba

	ummangali (“B”) akholelwe ukuba uza kudlwengulwa kungekho nasivumelwano noB, lowo unetyala lohlaselo ngentsongelo.
Ukutshutshiswa ngezesondo	Nako nakuphina – (a) Ukufumana isihoyo nesincwaso somzimba ongezantsi esingafanelekanga esivela kumntu owaziyo ukuba isincwaso esilolo hlobo asamkelekanga; (b) Iintshukumo ezithe gca okanye eziqunyiweyo ezinokungcola, imiyalezo okanye iintetho ezingesondo ezinokuba neziphumo ezikhubekisayo, ezinesoyikiso okanye ezithoba isidima kummangali okanye abo banxulumene naye kwiimeko apho anokuthi akhubeke okanye isidima sakhe sihle; (c) Isithembise esithethwayo okanye esiqunyiweyo sokuvuzwa kwisicelo esinxulumene nezesondo; (d) Ukugrogriswa okuthethwayo okanye okuqunyiweyo ukuba ubani uya kufumana isohlwayo okanye ukufumana impindizelo ubuqu ukuba uthe wala ukuzinxulumanisa nesicelo esinxulumene nezesondo; (e) Iintetho neziqhulo ezingamkelekanga malunga nesondo ezivela kumntu owaziyo okanye ekufanele ukuba uyazi isihoyo esinjalo asamkelekanga; okanye (f) Imibuzo ephazamisayo nengamkelekanga malunga nobomi bomntu babucala okanye imbonakalo yakhe, evela kumntu owaziyo okanye ekufanele ukuba uyazi isihoyo esinjalo asamkelekanga.
Ityala lokona ngezesondo	Naliphina ityala elichazwe kwiSahluko 2, 3, 4 no-5 woMthetho ohlangene noLwaphulo-Mthetho (Amatyala ahlangene nezeSondo namanye anxulumene nawo) Ngokulungiselelwe uMthetho wama-32 ka-2007
Ukungenwa ngokwesondo	Iquka nasiphina iseenzo esinokungenwa kumzimba ongezantsi nokuba kukangakanani ngokuthi – a) Ilungu lobuni lomnye lingene kwelomnye, ezimpundwini okanye emlonyeni; b) Naliphina ilungu lomzimba lomnye okanye nayiphi na into equka naliphi na ilungu lomzimba wesilwanyana, lingene kwelomnye, ezimpundwini zomnye okanye ilungu lobuni besilwanyana lingene emlonyeni womnye nangaphezulu komnye umntu.
Ukuzithathela kwisondo	Iquka nasiphina isenzo esinokwenza oku kulandelayo – (a) Ukudibana okuthe ngqo okanye okungathanga ngqo phakathi koku – (i) Amalungu omzimba ongezantsi okanye kumva womnye umntu, okanye ukuba ngumntu obhinqileyo, kumabele akhe, okanye nakulo naliphi na ilungu lomzimba lomnye umntu okanye isilwanyana, okanye nayiphi na into, ekuquka, ekubonakala okanye emele umzimba ongezantsi okanye umva womntu okanye wesilwanyana. (ii) Umlomo womntu kunye – • namalungu okuzala okanye umngxuma weempundu zomnye umntu okanye ukuba ngumntu obhinqileyo, kumabele akhe; • Nomlomo womnye umntu; • naliphina ilungu lomzimba lomnye umntu, elingelilo ilungu

	lokuzala okanye umngxuma weempundu zaloo mntu, okanye ukuba libhinqa, kumabele akhe, ekunokuthi – ▪ zisetyenziswe kungeno xa kusenziwa isondo; ▪ zenze imvakalelo okanye kuvuseleleke ubuni; ▪ ubani avuseleleke abe nomnqweno wokwenza isondo; okanye ▪ kuyo nayiphi na into ekhangeleka ngathi lilungu lokuzala okanye umngxuma weempundu womntu, ukuba ngumntu obhinqileyo amabele akhe okanye isilwanyana (iii) Umlomo wommangali namalungu okuzala okanye umngxuma weempundu wesilwanyana (b) Ukuvuselela iimvakalelo ngokuthi omnye adlale ngomzimba womnye; okanye (c) Ukufaka nayiphina into ebonakala ngathi okanye emele amalungu okuzala omntu okanye isilwanyana, emlonyeni womnye umntu kodwa oko kungaquku isenzo sokungena ngokwesondo kanajalo igama elithi, “ukungahloneli umzimba ngokuzithathela kwisondo” kunezinye iintsingiselo ezingqinelana nako.
Umfundi	Ukuba ngumfundi kuquka: (a) Naye nabani na ozibhalise njengomfundi kwiYunivesithi; (b) Naye nabani na umntu owamkelweyo yiYunivesithi ngenjongo yokuba abe ngumfundi obhaliselwe oko; (c) Naye nabani na umntu oyishiyileyo iYunivesithi apho indlela efanelekileyo yokufumana isidanga ingenzekanga okanye kungakhange kwabakho ukuziphatha kakuhle ngexesha leemviwo, kube oko kusachotshelwe; (d) Umntu ekubhekiselelwe kuye ku- (a) naku- (c) apha ngasentla ngelixa apho iinkqubo zolwaluleko sezimiselwe (oku kuya kuquka xa sukuba isaziso sokuthethwa kwetyala sele esinikiwe umntu lowo) kude kube lilixa apho iinkqubo zezaluleko (kuquka naziphi na iinkqubo zezibheno) zigqityiweyo.

4. IMITHETHO-SISEKO ELAWULA LO MGAQO-NKQUBO

AMAGQABANTSHINTSHI
IRhodes Yunivesithi izama ukufezekisa le migomo ilandelayo:
4.1. Imfihlo Zonke izimangalo zokuziphatha gwenxa ngokwesondo ziba yimfihlo, ukuhlonipha bobabini ummangali kananjalo nokuhlonipha umtyholwa. Ulwazi olubhekiselele kummangali malunga nalowo uziphathe gwenxa ngokwesondo malugcinwe luyimfihlo. Zonke iimpendulo ezibhekiselele kukuziphatha gwenxa ngokwesondo nobundlobongela ngokwesini kufanele zigcinakale ziyimfihlo yommangali. IYunivesithi iza kuzama ukugcina ubumfihlo ngokuhambelanayo nengalo yomthetho.
4.2. Ummangali njengosembindini Ukuncediswa kwabammangali makuxhaswe yaye kukhuthaze ukuzimela ngokunokwabo, nto leyo equka ukuhlonipha isigqibo esithathwa ngummangali kwisigaba ngasinye sale nkqubo. Ukhuseleko, izidingo zomzimba nezidingo zengqondo zommangali mazibe ngundoqo. Abamangali, abaphandi okanye abasebenzi abaxhasayo mabanike ulwazi olunesihlahla ngazo zonke iinkqubo namanye amathuba ngendlela engagwebiyo, efanelekileyo, ecacileyo nenovelwano kummangali ngokuphathelele kulwimi, inkcubeko, ubulwelwe, isini kunye nohlobo lokuthandana alikhethileyo umntu
4.3. Isekelezelwe kumalungelo

IYunivesithi iza kuzama ukuthobela amalungelo ngokomgaqo-siseko ommangali kugxilwe kakhulu kwilungelo lokunikwa iinkcukacha ngophando nasekuqhutyweni kwetyala. Kwimeko apho ummangali akhethe ukungaceli iYunivesithi ukuba yenze uphando, esi sigqibo siza kuhlonitshwa kuquka ilungelo lakhe lokungathathi-nxaxheba nakoluphi na uphando olunokuthi lwenzeke.

Amalungelo omtyholwa, njengoko ebhaliwe kuMgaqo-siseko weRiphablikhi yaseMzantsi Afrika, aza kuthotyelwa.

4.4. Uququzelelo olungenamakhwiniba

Iinkqubo zicaciswe ngokuphandle kangangokuba iinkonzo zenkxaso zommangali zinganikezelwa ngokuyimpumelelo. Igosa okanye isebe ngalinye liza kuba nendima ethile ekumele liyenze ngephanyazo kangangokuba linako.

4.5. Ukukwazi ukuphendula

Ngokweemeko zobuqili nabaqeshwa abafanelekileyo kwangokunjalo ngokweemvaba zamagunya noxanduva, uMbhexeshi: Imicimbi yabaFundi, kumele axakathiswe uxanduva lokuphunyezwa kwalo mgaqo-siseko. Iqela elixakathisiweyo loBundlobongela ngokweSondo liza kuhlola ukuphunyezwa komgaqo-nkqubo lize liphonononge igalelo lawo ekusiphuleni neengcambu ubundlobongela ngokwesondo nangokwesini.

Umfundi ngamnye emva kokuba ebhalisele ukuba ngumfundi ulindeleke, minyaka le xa bebhalisa, bewazile uMgaqo-nkqubo waBafundi waMatyala ezeSondo; ukuba bayiqonde ingxam yawo; bazibophelele ekuwuthobeleni, nokuqonda iziphumo zokutyeshela izibonelelo zawo.

5. IMIGAQO YOKUPHUMEZA LO MGAQO-NKQUBO

(Amanyathelo kunye neenkqubo eziza kulandelwa ukuze iinjongo zalo mgaqo-nkqubo ziphunyezwe)

5.1. Imfundo kunye nolwazi

IYunivesithi iya kuthabatha amanyathelo angawokuqala, nabonakalayo ukuze ibonelele ngemfundo, izikhokelo kunye nokusasazwa kweenkcukacha ezibhekisele kubundlobongela obuphathelele kwezesondo kunye nesini, oku kuquka imiphumela yokwenza la matyala. Le mfundo kunye nolwazi ziya kwenzeka ngeendlela ezahlukeneyo, oku kuquka, kodwa akumiselwanga koku:

a. usasazo lweenkcukacha (imiboniso ethi yenzeke endleleni) ekhampasini jikelele
b. uqeqesho kunye neentlanganiso ezingeenkcukacha ezenzeka ngaphakathi koluntu lweYunivesithi iRhodes
c. iinkqubo zoqhelaniso neendibano zoqeqesho zabafundi bonke, abahlohli, nabasebenzi abajongene nolawulo, kunye nabasebenzi abaxhasa inkqubo zeYunivesithi ezinenjongo yokwazisa ngobundlobongela obuphathelele kwezesondo kunye nesini:
d. Uqeqesho lwabahlohli, abasebenzi abajongene nolawulo kunye nabo baxhasa inkqubo yeYunivesithi abazisa iinkonzo ezichaphazela abafundi ngqo.
e. Ungenelelo kunye nezi ndlela zidweliswe ngentla ukuqala ku-(a) ukuya ku-(d) kufuneka zikhokelwe kukukhuthaza utshintsho kwinkcubeko ngokubhekisele ekubeni kungabikho kwaphela ukumelana nobundlobongela obuphathelele kwezesondo kunye nesini kwakunye nokuzibophelela kwintlonipho yomntu buqu kwakunye nokuhlonipha abanye abantu.

5.2. UKwazisa Abasemagunyeni Ngesehlo

Abafundi bayakhuthazwa ngamandla ukuba bazixele izehlo ze, okanye bababelane ngeenkcukacha ezibhekisele, kwityala lesondo kuMphathi oChasene nokuXhatshazwa kunye noCalucalulo ngokukhawuleza

emva kwesehlo. Alikho ixesha elimiselweyo lokufaka isikhalazo ngetyala lesondo. Kodwa, nakuphi na ukuphozisa amaseko ekufakeni isikhalazo kungaluchaphazela kakubi uphando kunye nempumelelo yokuchotshelwa kwetyala. Nokuba abafundi bayathandabuza okanye abaqondi kakuhle ukuba isehlo esithile singafaniswa netyala lesondo, kufuneka basixele kuMphathi oChasene nokuXhatshazwa kunye noCalucalulo.

(i) *Inkqubo yangaphakathi*: Kwimeko apho ummangali ethe wathatha isigqibo sokungaqhubeki netyala lolwaphulomthetho, iYunivesithi iya kuqinesekisa ukuba ummangali ufumana inkathalelo kunye nenkxaso, oku kuquka ukukhathalelwa ngokwasempilweni, ukuxhaswa ngokwasengqondweni nangokwasesehlaleni kunye nokhuseleko. Iinkcazelo zesehlo ziya kuthi zibhalwe.
UMphathi oChasene nokuXhatshazwa kunye noCalucalulo kufuneka amazise ummangali ngelungelo lokukhetha ngokubekhisele ekufumaneni ubulungisa kwaye nokuba anganakho ukuzikhetha zombini (oku kuthetha, ukukhetha phakathi kwenkqubo yokohlwaya esesikweni yangaphakathi kunye/okanye ukufaka isimangalo emapoliseni ukuze kubekho utshutshiso lolo lwaphulo-mthetho) Ukuba ummangali ukhetha ukuba esi sehlo saziwe yiYunivesithi, abe engenayo injongo yokuba kuqhutywe nenkqubo esesikweni yokohlwaya yangaphakathi, kufuneka aziswe ngokuba eso sigqibo asimthinteli ekubeni aye kufaka isimangalo kumaPolisa aseMzantsi Afrika. UMphathi oChasene nokuXhatshazwa kunye noCalucalulo kufuneka aqinisekise ukuba lowo unesikhalazo uyayiqonda imiphumela yezi nqkubo anokuzikhetha ukuze abe nakho ukuthatha isigqibo enolwazi olwaneleyo.

(ii) *Inkqubo yangaphandle*: Ekubeni exelelwe ngesehlo UMphathi: wokuChasana nokuXhatshazwa kunye noCalucalulo, ummangali uya kukhuthazwa ukuba asixele esi sehlo kumaPolisa aseMzantsi Afrika. Le yinkqubo yangaphandle. Kwimeko apho ummangali eye wakhetha le inkqubo, uMphathi oChasene nokuXhatshazwa kunye noCalucalulo kufuneka enze amalungiselelo okuba lowo ummangalayo asiwe kwisiBhedlele iSettlers ukuze kuqhutywe uvavanyo lwezempilio kuqokelelwe nobungqina besehlo (ukuba kuye kwabakho isidingo selo nyathelo). Ubungqina besehlo buqokelelwa kuphela xa ummangali efake isimangalo sokuxhatshazwa ngokwesondo emapoliseni. Iziko lezeMpilo leYunivesithi alibuqokeleli ubungqina besehlo kubammangali/kulowo ukhalazayo. Umcuphi uya kuthi abizwe ukuze athathe inkcazelo ngesehlo ngolwimi olukhethwe ngulowo ukhalazayo/umangalayo. Ukuba ulwimi olukhethwe ngummangali ayisosiNgesi, inkcazelo iya kuguqulelwa esiNgesini ukuba kuyadingeka. Ilungu leQela labaXhasana nabaSinde kuDlwengulo *(Rape Survivors Support Group)* liya kumnceda ummangali. Ummangali angayicela ikopi yengxelo yakhe. Inkcazelo engenye ingafunwa kummangali xa sele ixesha lihambile ukuba ingxelo yokuqala iye yaswela ingcaciso okanye xa ingacacanga. Ipolisa elithatha ingxelo liya kuthi linike ummangali inombolo yetyala emayisetyenziswe ngummangali rhoqo xa elandelelela ukuqhubeka kwetyala lakhe. Ummangali kufuneka anike ipolisa iinkcukacha zakhe zonxibelelwano kwaye alazise ipolisa eliphanda ityala lakhe nangaluphi na utshintsho kwidilesi nakwinkcukacha zakhe zonxibelelwano.

Ipolisa eliphanda ityala liya kwazisa ummangali-

- ngenombolo yalo yonxibelelwano
- xa umthyolwa ebanjiwe
- xa umtyholwa ephume ngebheyile okanye ingqawule
- ukuba ummangali kufuneka aye kwinkqubo yokufanisa
- ngosuku lwetyala
- ngosuku ekufuneka ummangali aye kunika ubungqina; kunye
- nesiphumo setyala

Xa amapolisa elugqibile uphando lwawo lwetyala, idokhethi yetyala iya kunikwa umtshutshisi ukuze athathe isigqibo sokuba luqaliswa okanye lungaqaliswa na utshutshiso. Lowo ummangalayo akalidingi igqwetha. Umtshutshisi nguye omela ummangali. Asikho isidingo sokuba ummangali ayibhatalele le nkonzo.

5.3. Unyango Lwezempilo/ ukunikezelwa koncedo lozonyango

UMphathi: wokuChasana nokuXhatshazwa kunye noCalucalulo uya kumgqithisela ngoko nangoko kwiZiko loKhathalelo lwezeMpilo ummangali ukuze afumane uhoyo olungxamisekileyo lweenkonzo zonyango. ngaphandle kokuba kuvulwe ityala lolwaphulo-mthetho kunye namapolisa. Abammangali abathe bazisa ngokwabo kwiZiko loKhathalelo lwezeMpilo ngezityholo zokuba badlwenguliwe okanye baxhatshazwe ngokwesondo, kufuneka baphathwe ngesidima kunye nentlonipho ngendlela engenamathandabuzo (oku kukuthi, loo ndlela athi ummangali zenzeke ngayo izinto yamkelwe ngobunjalo bayo).

Iinkonzo zezempilo ezibonelelwa yiYunivesithi iRhodes ziquka kodwa azimiselwanga kwi:

a. i-*PEP* yeNtsholongwane kaGawulayo kunye nezinye izifo ezigqithiselwa ngokwabelana ngesondo
b. Isithintelo sokukhulelwa esingxamisekileyo
c. Unyango lokulimala
d. Uphando lwaseLebhu/labhoratri umz. Ukosulwa okanye ukuxilongwa kwesibeleko kunye nezifo ezigqithiselwa ngokwesondo egazini.
e. Isitofo esiyi-*Tetanus*

Qaphela: Iziko LezeMpilo ALIBUQOKELELI ubungqina obuluphando nzulu ngesehlo (*forensic evidence*) kubammangali ukuze kufuniswe iDNA. Oku kwenziwa kuphela ukuba lowo ungummangali uthe wafaka isimimangalo kumaPolisa aseMzantSI Afrika.

5.4. Inkxaso ngokwaseNgqondweni nasekuhlaleni

UMphathi: wokuChasana nokuXhatshazwa kunye noCalucalulo kufuneka afumanise izidingo zommangali ngokubhekisele kuncedo lwasengqondweni kwaye aqinisekise ukuba ummangali uyalufumana olo ncedo lwasengqondweni ngoko nangoko. Abo bamangalayo baya kugqithiselwa kwiZiko LeNgcebiso nakwiManejala: YeZiko leNgcebiso eya kuqinisekisa ukuba bafumana uhoyo olungxamisekileyo. Ukuba iZiko leNgcebiso alifumaneki, kuya kusetyenziswa iinkonzo zikaGqirha wengqondo wangaphandle olapha eRhini/Makhanda.

Inkxaso eqhubekayo ngokwasengqondweni nasekuhlaleni uya kubanako ukuyifumana lowo umangalayo nokuba ukhethe ukufaka isimangalo ngokulandela inkqubo yangaphandle okanye eyangaphakathi.

5.5. Ukhuseleko

Kwimeko apho kukho ixhala elilindelekileyo lokuba ubukho obungalandelelwanga/obungaqwalaselwanga balo mntu utyholwa ngokwenza ityala ekhampasini kungaphazamisa ukhuseleko kunye/okanye ukuphila kwalowo ungummangali kunye/okanye nabo banokubangamangqina, iYunivesithi ingathatha amanyathelo exeshana afunekayo ukummisela/ukuqhawula amathuba alowo utyholwa ngokwenza ityala ekubeni aphazamisane nommangali kunye/okanye namangqina. Ngokubhekisele koku, UMphathi: wokuChasana nokuXhatshazwa kunye noCalucalulo kufuneka amazise ummangali ngokufumaneka kwamnyathelo okhuseleko xa kufanelekile, kungangcono ukuba oku kwenzeke kwintlanganiso yokuqala nommangali. La manyathelo aquka:

a. indawo engenye yokuhlala: Umlawuli: weMiba yaBafundi uya kubonelela abafundi ngendawo yokuhlala engenye (indlu yokhuseleko) xa kuceliwe;
b. umyalelo ophelisa unxibelelwano: Umyalelo kunyazelekile ukuba ucelwe kwaye uya kunikwa emva kokuba USekela Ngqonyela okanye lowo uchongiweyo ngokuchazwe kwiNgqokelela yemiThetho eCwangcisiweyo engoLuleko lwabaFundi enze uvavanyo. Ukongeza, umyalelo ophelisa unxibelelwano ungahanjiswa kuphela emva kokuba exelelwe lowo utyholwa ngokwenza elo tyala, ngesicelo somyalelo wokuba makungabikho lunxibelelwano kubo kwaye naxa sele enikwe nethuba lokusiphendula esi sicelo.
c. umyalelo wokunqunyanyiswa: Umyalelo kunyanzelekile ukuba ucelwe kwaye uya kunikwa kuphela emva kokuba iSekela Ngqonyela okanye lowo uchongiweyo ngokuchazwe kwiNgqokelela yemiThetho eCwangcisiweyo engoLuleko lwabaFundi enze uvavanyo.

d. Umyalelo wokhuseleko onokufunyanwa kwiNkundla kaMantyi.

e. Isivumelwano sokungabikho kommangali: Oku kufuneka kuxhaswe nguMlawuli: weMiba yaBafundi;

5.6. Iindlela eziZezinye zokuSombulula iMbambano (*ADR*) kunye namatyala angezesondo

IYunivesithi iyakuvumela ukuba amanye amatyala asonjululwe ngokuba kubekho inkqubo apho kukho umlamli, nangona kunjalo kubaluleke kakhulu ukuba ummangali (kunye nomfundi ongummangalelwa) baziswe ngokupheleleyo ngeso sigqibo. INgqokelela yemiThetho eCwangcisiweyo engoLuleko lwaBafundi iyayichaphazela into yokuba inkqubo yomlamli – ayivumelekanga kumatyala (ngokokubona koSekela Ngqonyela) anobuzaza kakhulu.

Indlela yokuSombulula iMbambano engenye, kuquka nangona kungamiselwanga nakuleyo yomlamli-mbambano, kumatyala okuxhatshazwa ngokwesondo kunye nokuzithathela ngolunya ayisayi kuvunyelwa. Izizathu zoko zezi:

a. Kwinkqubo ye-ADR akusayi kubakho sigqibo esisemthethweni xa kujoliswe ekubekweni ityala okanye ubumsulwa bomfundi ongummangalelwa, kwaye umfundi ongummangalelwa akasayi kuba nasohlwayo esibekwayo ngakuye.

b. Umfundi ongummangelelwa akusayi kunyanzeleka ukuba avume ityala okanye abonise ukuzisola ngexesha lenkqubo ye-ADR, njengoko oku kungeyomfuneko.

c. Ubulungisa ngokwasemthethweni bubona kuyimfuneko ukuba amatyala anobuzaza (ingakumbi lawo okuxhatshazwa ngokwesondo nalawo okuzithathela ngolunya athi abonwe ziinkundla zamatyala njengalawo ayingxaki emandla kuluntu), umyalezo ongqongqo kufuneka ukuba uthunyelwe ukuze kukhuselwe iimfuno zoluntu, ukukhuthaza ithemba loluntu kwinkqubo yezobulungisa, nakanjalo ukufumana ubulungisa kwabo bathe bajongana namatyala akumila kunje.

d. Umlawuli nkqubo we-ADR okanye ummangali anganyanzeleka ukuba anikezele ngobungqina kwinkundla yamatyala njengoko kungekho lungelo lezomthetho elikhoyo kwinkqubo ye-ADR. Lowo utyholwa ngokuba ngumenzi wobubi kuye kunyanzeleke aziswe ngoku.

Ku-**Seedat ephikisana noS (2016) SCA kumhlati we-39** inkundla yachaza yenjenje:

“Ukudlwengula kuyingxaki enkulu kuluntu lwethu kwaye iinkundla zamatyala zinomsebenzi wokuba zithumele umyalezo ongqongqo, kungajoliswanga kummangalelwa kuphela, kodwa nakomphi na umntu obonisa iimpawu zokuzithathela ngolunya ngaphezulu koko loo nto ayisayi kwamkeleka ekuhlaleni. (Jonga uS ephikisana noChapman 1997 (3) SA 341 (SCA) ku-344-245D.) Nangona injongo yokugweba ingekukholisa imbono yoluntu, kuyafuneka ukuba ikhawulelane nemfuno zoluntu (Jonga uS ephikisana noMhlakaza kunye nomnye 1997 (1) SACR 515 ku-51e-f; uS ephikisana noMaseola [2010] ZASCA 37; 2010 (2) SACR 311 (SCA) kumhlathi 13.) Iingxoxo zamatyala olwaphulo-mthetho kufuneka zibuyise ithemba loluntu kwiinkqubo zobulungisa kulwaphulo-mthetho kuluntu kuqukwa abo basondeleyo kummangalelwa, kananjalo abo bakhathazwe kukusa nobubi bolwaphulo-mthetho. (uS ephikisana noJaipal 2005 (1) SACR 251 (CC) kumhlathi 29.) Ngokwenene uluntu lungaba nesizathu sokuxhalaba ukuba iinkundla zingasoloko zisiba nesigwebo esixhonyiweyo kunye nemali njengembuyekezo kwityala lokuzithathela ngolunya.”

Ku-**Mlawuli wabaTshutshisi boLuntu, North Gauteng v Thabethe 2011 (2) SACR 567 (SCA) kumhlati we-39** inkundla yachaza yenjenje:

“Andinayo nentandabuzo encinci ukuba iinzuzo zobulungisa obujoliswe ukubuyiseleni imeko kwisiqhelo yenye yendlela zokugweba engasebenza ukuba isetyenziswa kumatyala ewafaneleyo. Ngaphandle kokuzama ukuwisa umthetho omawusetyenziswa, ndiziva ndinyanzelekile ukuba ndilumkise ngamandla ngokusetyenziswa kwenkqubo yobulungisa eyileyo iyeyobuyisela imeko kwisiqhelo njengesigwebo kumatyana anobuzaza ngamandla athi avuselele ingqumbo nokucaphuka kwabo bawuthobelayo umthetho kunye nabo baqiqayo ekucingeni”

5.7. Indlela yokuziphatha phakathi kwabaSebenzi naBafundi

a. IYunivesithi inomgaqo-nkqubo olawula ubudlelane phakathi kwabasebenzi nabafundi. Lo mgaqo-nkqubo kufuneka ulandelwe ngokukhawuleza xa ubudlelane obunjalo bukhula.

b. IYunivesithi ibukhalimela ngamandla ubudlelane obunesondo phakathi okanye obo bunesincwaso kubasebenzi kunye nabafundi kwaye ibongoza bonke abasebenzi nabafundi ukuba babuphephe ubudlelane obuya kuthi bubeke esichengeni igama leYunivesithi okanye benze nabani na, ingakumbi umfundi, azibone esengozini yokuxhaphazeka ngenxa yobo budlelane.

6. IINDIMA NOXANDUVA

(Iindima noxanduva lwabantu abaphambili/Amacandelo/iiFakhalthi/Amasebe)

INDIMA	UXANDUVA
INDIMA 1 **UMphathi: wokuChasana nokuXhatshazwa kunye noCalucalulo**	• Njengendawo yokuqala abaya kuyo abamangali bobundlobongela obuhlangene nesondo kwakunye nezesini, kufuneka akwazi ukubacacisela ngamagunya okuzikhethela afumanekayo kummangali kuquka nokuzikhethela ekuqhutyweni kwetyala lolwaphulo-mthetho (jonga iflowutshathi encanyathiselweyo). • Ukunikezela isiqinisekiso kummangali sokuba isimangalo sakhe siza kuphathwa ngokuyimfihlo ngaphandle kokuba kuthe kwafunwa uncedo oluthile olubangela ukuba isiqinisekiso sokuba isimangalo siphathwe ngokuyimfihlo singangakwazi ukwenzeka. Kodwa, kufuneka kuqala kufunyanwe imvume kummangali. • Ngexesha lokuqala lokudibana nommangali, ubuso ngobuso okanye ngomnxeba okanye nge-imeyile, uMphathi: wokuChasana nokuXhatshazwa kwakunye noCalucalulo kufuneka aqonde ukuba ummangali ulufumene uncedo lwezonyango nokucetyiswa. • Ukuba ummangali akakalufumani uncedo lwezonyango kufuneka aziswe ngokuba oku kungafuna ntoni, kwaye ukuba unqwenela ukufumana uncedo lwezonyango, kufuneka isithuthi esidingekayo sokuya kwiziko lezonyango elifanelekileyo silungiswe ngokukhawuleza. • Ukuba ummangali unqwenela ukufumana ucebiso lwexesha lobunzima, UMphathi: wokuChasana nokuXhatshazwa kunye noCalucalulo kufuneka enze idinga lokuba ummangali abone umcebisi ngokukhawuleza. • UMphathi: wokuChasana nokuXhatshazwa kunye noCalucalulo kufuneka, ngexesha lokuqala lokudibana, azise abamangali: (i) ngamanyathelo okhusuleko afumanekayo (njengokuba kusitshiwo ku-5 ngentla) (ii) ngelungelo lokufaka ityala lolwaphulo-mthetho kwiiNkonzo zamaPolisa aseMzantsi Afrika; kananjalo (iii) ukuba abasemagunyeni kwezotshutshiso baza kugqiba ukuba baqalise okanye bangaluqalisi utshutshiso nangona kunjalo ummangali angathetha nabasemagunyeni ngokurhoxisa ityala. • Apho ummangali akhetha uleleko olusesikweni, umba kufuneka

	ugqithiselwe kwangoko kwigosa elifanalekileyo lokuthatha amanyathelo omthetho. (i) Kwimeko apho umtyholwa ingumfundi, imiba yoluleko kufuneka igqithiselwe kubaTshutshisi. (ii) Kwimeko apho umtyholwa elilungu labasebenzi, imiba yoluleko kufuneka igqithiselwe kuMphathi woBudlelwane baBasebenzi (Employee Relations Manager). UMphathi: wokuChasana nokuXhatshazwa kunye noCalucalulo kufuneka: **a.** enze ingxelo ngaso nasiphi na isiganeko esithe saza kuxelwa, ukuba siye saphathwa njani kwakunye nazo naziphi na izigqibo ezithe zathathwa malunga nesiganeko eso; **b.** aqinisekise ukuba kukho ukuqonda kuluntu lweYunivesithi ngobundlobongela ngokwesondo nangokwesini; **c.** anikezele ngeengxelo zeveki neveki kwakunye nengxelo yeenyanga ezintandathu kuMlawuli: weMicimbi yaBafundi; **d.** aququzelele uhlolo lwalo mgaqo-nkqubo (njengokuba kubekiwe kulo mgaqo-nkqubo).
INDIMA 2 **UMongikazi oyiNtloko: kwiZiko lezeMpilo(Health Care Centre)**	• Ucacisa ngeendlela ezahlukeneyo zokukhetha anokuzenza ummangali okuquka ukukhetha ukuqhubeka notshutshiso kulwaphulo-mthetho olwenzekileyo; • Uqinisekisa ukuba abamangali bafumana uhoyo kuqala phambi kwabanye abantu ukufika kwabo kwiZiko lezeMpilo; • Uqinisekisa ukuba ummangali uyazinikwa iinkonzo zonyango zaseRhodes Yunivesithi , eziquka, kodwa ezingaphelelanga kwezi: i. iPEP yeNtsholongwane kaGawulayo nezinye izigulo ezosulela ngokwabelana ngesondo: ii. Ukucwangcisa/ukunqanda ukukhulelwa okungxamisekileyo iii. Unyango lomonzakalo iv. Uphando lwaselebhu lomhlaza kwakunye nezifo ezosulela ngokwabelana ngesondo (STIs) v. Istofu/inaliti yokugonya ukunqanda iintsholongwane (tetanus)
INDIMA 3 **INtloko yeZikolo loCebiso (Counselling Centre)**	• Iqinisekisa ukuba abamangali bafumana uhoyo kuqala phambi kwabanye abantu ekufikeni kwabo kwiZiko loCebiso; • Iqinisekisa ukuba ummangali uyanikwa iinkonzo zocebiso
INDIMA 4 **UMlawuli: weMicimbi yaBafundi**	• Ukunikezela uhlolo neengcebiso ngokuphathelene neenkonzo ezinikezelwa kummangali/abamangali; • Aqinisekise ukuba kukho ulungiselelo lwendawo yokuhlala engenye ukwenzela ummangali/abamangali abanokuba baneso sidingo. • Axhase ukunikwa kommangali imvume yokungabikho ithutyana elithile njengenyathelo lokhuseleko.
INDIMA 5 **Abatshutshisi**	• Ukuqalisa inkqubo yoluleko ngokuhambelana neNgqokelela yemiThetho eCwangcisiweyo yoMgaqo woLuleko lwaBafundi (Student Disciplinary Code); • Baqinisekise ukuba imiba iphathwa kwaye igqitywe ngokukhawuleza nangobuchule kangoko kunokwazi ukwenzeka; • Banikezele ingxelo rhoqo kummangali/kubamangali ngokuphathelene nenkqubela kuphando; • Ukunikezela kuMlawuli: wezoNxibelelwano kwakunye neNkqubela-Phambili (Communications and Advancement) ngolwazi neenkcukacha

	ngokunokusasazwa • Ukukhupha ingxelo nangeliphi na ixesha kudingeka oko, ngelixa ekwagcine ulwazi analo luyimfihlo kulowo ufuna njalo.
INDIMA 6 **UMphathi woBudlelwane baBasebenzi**	• Ukuqalisa inkqubo yoluleko ngokuhambelana neNgqokelela yemiThetho eCwangcisiweyo yoMgaqo woLuleko lwaBasebenzi (Staff Disciplinary Code); • Aqinisekise ukuba imiba yoluleko iphathwa kwaye igqitywe ngendlela ekhawulezayo; • Ukunikezela ngengxelo rhoqo kummangali ngokuphathelene nenkqubela kuphando; • Ukunikezela kuMlawuli: wezoNxibelelwano kwakunye neNkqubela-Phambili ngolwazi neenkcukacha ngokunokusasazwa, nangeliphi na ixesha kudingeka oko, ngelixa ekwagcine ulwazi analo luyimfihlo kulowo ufuna njalo.
INDIMA 7 **USekela-Ngqonyela/ INqununu yeYunivesithi (Vice-Chancellor)**	• Ukungena kunxibelelwano lokuqonda namanye amaziko oqeqesho ukuqinisekisa ukuba kubekwa iinkqubo ezenza abafundi nabasebenzi bakwazi ukufaka izikhalazo zabo kwaye aqinisekise ukuba ziphandwa ngokukhawuleza nobuchule. • Ukuqinisekisa ukuba izivumelwano nabanikezeli ngeenkonzo ezithi zinike iinkonzo ezithe ngqo kubafundi zenza ulungiselelo oluthintela abanikezeli-nkonzo ekwenzeni naluphi uhlobo lohlaselo ngokwesondo. Nakuphi na ukuhlaselwa ngokwesondo komfundi ngumsebenzi womnikezeli-nkonzo kungabalwa njengokwaphula isivumelwano kwaye kukho ukulindeleka kokuba umsebenzi womnikezeli-nkonzo axelwe emapoliseni.

7. IINKQUBO ZOKUQINISEKISA UKUBA LO MGAQO-NKQUBO UYAPHUNYEZWA

IYunivesithI isungule iQela laBasebenzi eliza kujongana noBundlobongela obubhekiselele kwezeSondo, eliya kuthi liqwalasele izizathu kunye nobungakanani bezenzo zobundlobongela obubhekiselele kwezesondo kunye nakwisini kwiyunivesithi iphela.

a. UMphathi: wokuChasana nokuXhatshazwa kunye noCalucalulo uza kugcina ingxelo engabalulwanga ngegama ukwenzela imfihlo yawo onke amatyala athe amangalelwa kulandelwa nayiphi na inkqubo esesikweni kungananzwanga ukuba ummangali akanamnqweno wokuqhubekeka netyala.
b. Ngokuthi kusetyenziswe ingxelo nganye, iziganeko zobundlobongela ezibhekiselele kwezesondo kunye nakwisini ziza kuqokelelwa nguMphathi: wokuChasana nokuXhatshazwa kunye noCalucalulo kuze kwenziwe ingxelo ngazo. Ingxelo kuza kufuneka ichaze ukuba ummangali lowo umangalele nje ukwenza irekhodi kuphela, okanye ukhangela uncedo okanye ukhangela inkqubo yokufaka ngokusemthethweni ityala lokutshutshisa.
c. Ingxelo manani rhoqo kwiinyanga-ezintandathu ngonyaka kufuneka inikezelwe kwiQela laBasebenzi elijongene Nobundlobongela obubhekiselele kwezeSondo.
d. Kufuneka kwenziwe uphononongo rhoqo oluya kuthi luhlole uhlobo kunye nobungakanani bezenzo zobundlobongela obubhekiselele kwezesondo kunye nakwisini kwiyunivesithi iphela.

8. Abaqhagamshelwa

Umda onika inkxalabo	ICandelo/IFakhalthi/ISebe	Inombolo	Email
Ukumangala	UkuLingana kunye nokuziPhatha ngokweNkcubeko yeZiko	046 6038187	z.mkhize@ru.ac.za
Ukumangala	ER 24	010 205 3068	

Ukumangala	Isikhululo samaPolisa saseMakhanda IGosa Elisemsebenzini	071 475 1838	

9. INKQUBO YOKUHLOLA UMGAQO-NKQUBO

(Amanyathelo neenkqubo eziza kulandelwa ekuhloleni lo Mgaqo-nkqubo)

Usihlalo weKomiti yezoLuleko kuya kufuneka ukuba amisele iqela labasebenzi eliza kuthi lihlole uMgaqo-nkqubo rhoqo kwiminyaka emithathu. Le Komiti kuya kufuneka iquke la magosa alandelayo kunye nabo bathe bakhethwa:

- UMlawuli: UkuLingana kunye nokuziPhatha ngokweNkcubeko yeZiko
- UMlawuli: ICandelo lemiCimbi yaBafundi
- UMlawuli: IiProjekhthi ezikhethekileyo
- UMongameli kunye Nosekela Mongameli we-SRC
- UMtshutshisi weYunivesithi
- Intloko yezoluleko
- UsiHlalo weGENACT.
- UMphathi: wokuChasana nokuXhatshazwa kunye noCalucalulo

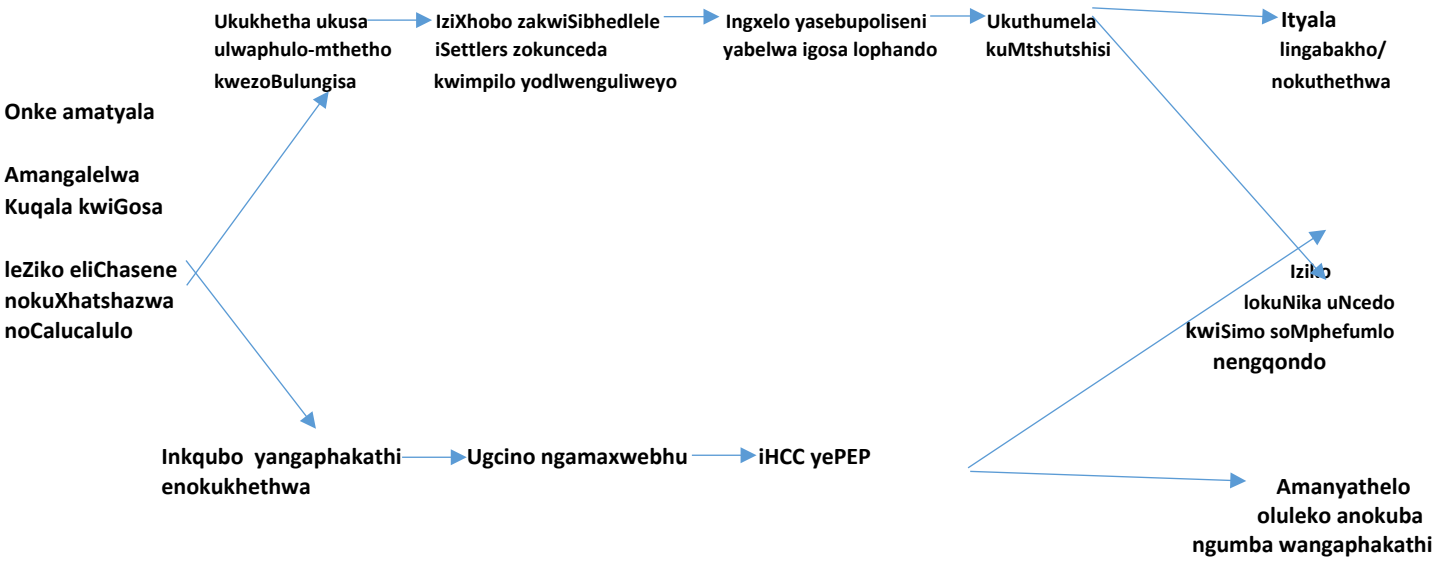
Uthungelwano ngenkqubo yohlolo.

IQela laBasebenzi eliqwalasela uBundlobongela obubhekiselele kwezeSondo, iza kuchonga oko kusilelayo kumgaqo-nkqubo njengeko kuya kube kugqityiwe sisininzi sabo banendima kumgangatho wokuphunyezwa nokuqinisekisa ukusebenza komgaqo-nkqubo. Utshintsho okufanele lwenziwe kuya kufuneka lube yinxalanye yomgaqo-nkqubo kwaye uxwebhu oluyiliweyo luza kufuneka lwakhiwe. Iiseshini okanye iingxoxo zokubonisana ziza kuthi zisingathwe phakathi kweBhunga labaMeli babaFundi (SRC), iBhunga leeNkonzo zabaFundi, iGENACT kwaye olu xwebhu luya kusiwa kwabo banegunya elifanekileyo ukutsho oko okanye ezibizwa ngokuba yiKomiti yezoLuleko lwaBafundi, iBhungana eliphambili leQumrhu elilawula iYunivesithi (Senate) iQumrhu eliLawula iYunivesithi kunye neBhunga.

ULUHLU LWEIZIHLOMELO

ISIHLOMELO A

INKQUBO YOKUMANGALA ITYALA LOKUXHATSHAZWA NGOKWESONDO



Kumhlathi 1.15 NgokweNgqokelela yeMithetho eCwangcisiweyo yoLuleko lwaBafundi: "Umfundi othe wagwetywa yinkundla yamatyala ngalo naliphi na ityala kufuneka athathwe njengalowo othe walenza elo tyala athe wafunyanwa enalo".