



Office of the Principal and Vice Chancellor

12 June 2019

To all Members of Staff and Student Leaders

In recent times I have observed behaviour whereby certain members of staff and student representatives would indiscriminately send unsolicited and unauthorised communication to large groups of stakeholders, including in particular, members of Council and its committees - in the process flouting established procedures and protocols.

I wish in this regard to advise that the provisions of the University's Code of Ethics and Conduct, as well as those of the Students' Disciplinary Code, apply in such cases. In particular these codes enjoin both members of staff and students to respect the dignity of every person, and to refrain from using University resources improperly or for anything other than the purpose for which such resources were provided. I need to highlight the fact that this includes using computers and email facilities provided to staff members and student representatives in the execution of their official duties.

In particular I wish to indicate that, sending unsolicited emails and other communication indiscriminately to members of Council and its committees does not live up to the standards of conduct expected of members of staff and students, in line with the mentioned Codes and flouts the recognised governance processes of the University. Such conduct fosters an environment of lawlessness, conflict and confusion, and is in conflict with the co-operative governance framework espoused in the Higher Education Act, the Institutional Statute and other governance instruments applicable to the higher education sector. It should in this regard be emphasised that all submissions to Council and its committees must be properly channeled through the Offices of the Vice Chancellor and the University Registrar.

This communication serves as a formal notification that, henceforward the University shall no longer tolerate such behaviour and shall strictly apply the Codes of conduct applicable to both staff and students. The University can no longer countenance the unlawful use of its resources and any intentional contravention of applicable processes shall therefore henceforth subject the person contravening such processes to disciplinary proceedings.

Yours sincerely


Professor Mandla S Makhanya
Principal and Vice-Chancellor