

# University of the Free State

## Transformation Charter

This document is to be read in conjunction with the Transformation Plan 2014-2018 and the Transformation Report.

We, the members of the University of the Free State, recognise that the onus is on each and every individual member to endorse, consciously and deliberately, the rights and responsibilities contained in this Charter in all our capacities, and between all groupings, at the university.

We understand that transformation entails the active implementation of appropriate institutional changes in response to internal and external dynamics, while realising the highest democratic ideals of freedom, justice and equity.

We further affirm our commitment to peaceful co-operation by embracing the diversities in each other, fellow higher education affiliates, and members of our surrounding environments, our country, our continent and our global community.

We seek to establish a university in which all members are welcome and in which we can aspire to learn, teach and work, irrespective of particular personal and biographical configurations including, but not limited to, gender, race, sex, status, belief, age, physical ability or association.

We will work attentively to alleviate the intentional exclusion of the majority of our people from meaningful participation in their learning processes in order that we may all assume our rightful places in a society that ultimately campaigns for the inclusive betterment of humanity.

We will ensure that all discriminatory pedagogies, policies and practices shall be eliminated without delay. All members shall have incontrovertible access to equal rights and equal opportunities according to the regulations set out in the Higher Education Act 101, 1997.

We strive to know our university through encountering strengths and weaknesses with dispositions of honesty and humility. We will uphold the knowledge objectives of rationality and justice by making ourselves accountable to each other, the public and the Constitution of South Africa, 1996.

We recognise that knowledge is not an elitist commodity. It is the shared possession of all of humanity. We believe that knowledge is open to all who choose it in the pursuit of prosperity. We commit to the discovery, development and motivation of talent to enhance human potential and creativity in scholarship and research. In the ongoing demand to maintain and raise our standards of excellence, we will neither compromise our moral conduct, nor will we participate in the degradation of people.

We unite in the transformation of all institutions that work towards developing a shared culture, and a value system, that forges true partnership between members and protection of the common good.

We will fight without fear or apathy to protect academic freedom in the exploration and exchange of competing ideas and hold on to those that have merit in contributing to a fundamental belief in, at least, human rights and the dignity of all people.