

## **Isihlomelo kweli Candelo: USomqulu Weenguqu Kwimiba Yabafundi**

### ***Intsusa***

IKomiti Engaphantsi yeeNguqu ye-DSAf, inika ingxelo ngeQonga leeNguqu le-DSAf, kwaye ibinikwe uxanduva lokuqulunqa uSomqulu weenguqu we-DSAf ngo-2019. Ikomiti Engaphantsi iqulunqwe liqela labasebenzi abohlukahlukeneyo (kokubini abangaphakathi nabangaphandle kwi-DSAf) nabafundi abasuka kwiikhampasi eseStellenbosch neseTygerberg.

USomqulu weeNguqu we-DSAf sisibhambathiso esibonakalisa uhlobo lwezimo zengqondo nokuziphatha ezamkelekileyo okanye ezingamkelekanga kubasebenzi be-DSAf nakwiqumrhu labafundi be-SU. Lo Somqulu uhambelana kokubini nombono nenjongo ye-DSAf<sup>1</sup>, iimpawu zesiFundiswa sase-SU<sup>2</sup>, iinqobo zase-Stellenbosch University (SU),<sup>3</sup> kunye noMgaqo-siseko waseMzantsi Afrika.

### ***linjongo Zesihlomelo:***

Injongo yesiHlomelo kukunikela:

- I. ngengcaciso yamabinzana avelayo kuSomqulu

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<sup>1</sup> Umbono we-DSAf: Ukuyila uhambo lokufunda olubalaseleyo, ukukhula kunye neenguqu  
Injongo ye-DSAf:

- Ukubonelela ngobunkokeli obubalaseleyo nobutshintshayo
- Ukuxhobisa nokuxhasa iiNgcaphephe kwiMicimbi yaBafundi ukuze bagqwese kwiinkalo zabo zomsebenzi ezahlukahlukeneyo
- Ukuhlakulela imeko-bume eyamkelayo evumela ukuphanda nokuphucula, nto leyo inika abafundi amava okufunda aya kubaxhobisela ubomi bomsebenzi (olule iingqondo zabo) benkulungwane yama-21.
- Ukudala amava eenguqu kubafundi nabasebenzi phakathi kwemekobume evumela ukufunda, ukuhlala nokusebenza.

<sup>2</sup> Iimpawu zesiFundiswa sase-SU ziquka iNgqondo Efuna Ukwazi, Ummi Ozibandakanyayo, iNgcali eBalaseleyo, kunye noMntu oQoqekileyo.

<sup>3</sup> Iinqobo ze-SU: Ukugqwesa, Uvelwano, Ukulingana, Intlonelo Nokuphendula.

- II. ngeengcebiso ezisebenzayo ezivela kwiKomiti Engaphantsi KaSomqulu Weenguqu ngokuphathelele indlela yokuphumeza uSomqulu

### ***Inxalenye 1: lingcaciso eziphakathi kulo Somqulu***

IKomiti Engaphantsi Yeenguqu ye-DSAf icebisa ezi ngcaciso zilandelayo zamabizana eziboniswe kulo Somqulu:

#### **1. linguqu**

linguqu ziquka *bonke* abantu abakwiindawo esisebenza kuzo, esifunda nesihlala kuzo; kungakhathaliseki ubudala, uhlanga, isini, (ukukhubazeka) amandla, inkqubo yenkolo, imo yentlalo noqoqosho, ukukhulelwa, uphakathi kwe-LGBTQIA+ <sup>4</sup>, imo yomtshato, imvelaphi yobuzwe okanye eyokuhlala, isazela, inkcubeko, ubuhlanga, ubuzwe, ulwimi, ukuzalwanezinye izinto eziphawula ubunguwe ezinokubangela ukuba mntu ngamnye okanye abantu bachanabeke kwimpatho engenabulungisa. linguqu zikwabandakanya utshintsho olululo oluqinisekisa ukuba bonke abantu bayahlonitshwa yaye baxabisekile, bayamkeleka njengalinganayo kwaye ngenxa yoko baphathwa ngokulinganayo. Ukongezelela, iinguqu ziyinkqubo eqhubekayo azisosiphumo nje.

Ngokutsho kukaPattman noCarolissen (2018:338):

Injongo yeenguqu kukuphelisa le nkqubo ikhoyo yokuhlala namaziko, imigaqo-nkqubo, kunye neendlela zokwenz' izinto, kunye nokudala amalungiselelo amatsha ezentlalo. Kambe ke, iinkqubo zokuchithwa nokuyila zisenokungalingani zize zahluke ngokwendawo, kwaye akusayi kubakho ukuqhawuka okufanayo okanye ukugxothwa ngokupheleleyo kwezakhiwo ezindala, iziko kunye nezenzo. Ngamafutshane, ngelixa iinguqu ibonisa utshintsho olusisiseko, ayilulo lonke utshintsho olubalwa phakathi kweenguqu

Olu hambo lwenguqu lumema abantu abakwiYunivesithi yaseStellenbosch ukuba bayithathele kubo imilinganiselo ekukugqwesa, uvelwano, ukulingana, intlonipho kunye nokuphendula. Kanti sikwamele siyiqonde into yokuba intlonipho ithetha izinto ezahlukeneyo kubantu kunye nakumaqela ngokwahlukana kwawo. Kukwabalulekile ukuvuma ukuba imfundo ephakamileyo yindawo yokufunda, ngoko ke abanye basenokuba bazama ukuyeka ezinye iindlela zabo zokuziphatha,

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<sup>4</sup> Ibandakanya zonke izazisi zesini ezingaphaya kwezimbini okanye izini ezahlukeneyo

ukucinga kunye nokucwangcisa ulwazi (o.k.t., ikharityhulam ekhaphayo engenabo ubukolonyali).

Imekobume ekwamkelayo yileyo ingenabutshaba phakathi kwamaqela ahlukeneyo, kunye nendawo apho wonke umntu anokonwabela amathuba alinganayo nanobulungisa. Ngoko ke kubalulekile ukuba abasebenzi nabafundi bathathe inxaxheba ekujongeni ngokucokisekileyo imigqalisela nenkcubeko yeziko. Umba oxhalabisa ngokukhethekileyo ngulowo wokufuna ukuvelela kwesi-Afrikaans/isiNgesi sabaMhlophe ngokubanzi, kunye nokuvelela kolwimi lwesi-Afrikaans sabaMhlophe e-SU. Abantu abathetha ezinye iilwimi kubandakanywa kodwa kungaphelelanga kwisi-Afrikaans<sup>5</sup>, bakwadinga ukuphulaphulwa ukuqinisekisa ukuba kuqukwa wonke umntu. Kukwabalulekile ukuba siqaphele kungabikho luginywayo, nto leyo efuthanisela ukwahlukana kwabantu. Ngaphaya koko, ukwazisa abantu ngokuxhaphaza okwenziwa kumaqonga onxibelelwano, ukurhoxisa inkcubeko, kunye nocalucalulo kubaluleke kakhulu njengoko sifunda, sisebenza yaye siqhuba uphuhliso kwi-Intanethi.

Ukufikelela ngokulinganayo kwinkcazelo kubalulekile njengoko abasebenzi nabafundi bethu bephuma kwiimvelaphi ezahlukeneyo zentlalo noqoqosho kunye neelwimi. Kubalulekile ukunika wonke umntu ithuba elifanelekileyo lokufumana inkcazelo echanekileyo xa ecinga ngokuza kufunda okanye ukusebenza e-SU. Xa abantu besiba yinxalenye yabantu base-SU, kufuneka bakwazi ukunandipha imekobume ebamkelayo njengenxalenye yayo. Ukufikelela komntu wonke kwenzelwe ngokuyintloko ukuqinisekisa ukuba kufikelela abo basebenzisi baninzi, kuquka ukuguqula nendawo le ukuba ibandakanye abantu ngabantu ngokwahlukana kwabo. Umzekelo, ukufaka izitepsi ezihambayo neendawo zokuhamba izitulo ezinamavili, ukufikelela kwiindawo zokuncancisa, kunye nezindlu zangasese ezilungela abantu bezini ezahlukeneyo. Kanti kukwamele kuthathelwe ingqalelo ukuntsonkotha kwamanyathelo eenguqu. Ngokomzekelo, abantu abangamafanasini banokungaziva bekhululekile ukusebenzisa indlu yangasese yesini esinye, kwaye amanye amabhinqa angamaSilamsi kunye nabantu abakhe badlwengulwa banokungakukhululeki ukusebenzisa igumbi langasese elingena abantu bazo zonke izini.

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<sup>5</sup> Isi-Afrikaans sibhekisa kulwimi olwayilwa kuMzantsi Afrika wobukolonyali, sasekwa ngeminyaka yee-1500. Yakheka njengolwimi ngexesha lokudibana phakathi kwama-Afrika omthonyama (amaKhoi namaSan), ama-Asia aseMzantsi-Mpuma, amaDatshi, amaPhuthukezi namaNgesi. (Haupt, 2021)

Ukongezelela, kufuneka ithathelwe ingqalelo into yokuba uninzi lwenkubazeko alubonakali, kwaye i-SU kufuneka icingisise kakhulu ngeemfuno zethu njengeendwendwe, abafundi kunye nabasebenzi abanezi mfuno.

Ukwahluka kokumelwa kobunkokeli kufuneka kudlulele ngaphaya kobuntu bemveli (njengobuhlanga nesini), kuba oku kuhlala kuchwethela bucala abantu abakhubazekileyo, amafanasini, njl. njl. Kumele kufumaneke amathuba alinganayo oqeqesho kunye neengcebiso kuwo onke amanqanaba kwindawo yokusebenza, ukuphucula izakhono zabasebenzi kungundoqo. Ngaphezu koko, ubunkokeli obukhuthaza iiNguqu bubunkokeli obubandakanya bonke abantu, obunovelwano kunye/okanye obunobubele, obubeka abantu phambili, obungafihli nto, obuxhobisa abantu, obubanika izakhono nobuquka ukubonisana ngaphambi kokuthatha izigqibo.

## **2. Ukulwa Nobukolonyali**

Iyunivesiti elwa nobukolonyali liziko elikujonga nzulu ukumelwa kwabo bonke abantu boMzantsi Afrika, ngeli lixa ikwakhuthaza ukumelwa ngokulinganayo kwabasebenzi kunye neenkqubo ezikhokelwa ngabafundi. Ukuze utshintsho lwenzeka, kufuneka siqonde imbali yethu neyantlukwano, kwaye kufuneka sizame ukuqonda kakuhle ukuba ibachaphazela njani abanye abantu, nangona ingabachaphazeli konke konke abanye. Ukulwa nobukolonyali libinzana elidla ngokungaqondwa kakuhle, kwaye liye loyikwe. Lisetyenziselwa ukutyhila ubulungisa obubuyiselwa ngenkululeko yenkcubeko, yengqondo, neyoqoqosho. Ukulwa nobukolonyali ngokwenene kufuna kucelumngeni kuze kutshintshe ubunganga babaMhlophe<sup>6</sup>, imbali yelizwe, kunye nenyani.

Ukulwa nobukolonyali kwiYunivesithi yaseStellenbosch kumele kuqala kuzalwe luthethathethwano olubalulekileyo nokuhlolisisa imbali ye-SU kunye nendima yayo kumalungelo ayo okufumana iintlobo ngentlobo zolwazi, ukufunda neendlela zokufundisa njengenxalenye ecinezelayo phantsi kolawulo lwengcinezelo. Iintsalela zokoqobo, ezasekuhlaleni kunye neemfundiso ngeli hlazo belisenzeka kwixa elidluleyo limele lityhilwe lize livunywe ngokuphandle. Ukongezelela, njengoko owayesakuba sisifundiswa sobukolonyali u-Achille

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<sup>6</sup>Ubunganga babamhlophe okanye ukongama kwabamhlophe yingcamango yokuba abantu abamhlophe bongamile kunezinye iintlanga kwaye bafanele balawule uluntu, ngokuqhelekileyo kubekelwe bucala okanye lungazuzi olunye uhlanga namaqela eentlanga ([https://www.lexico.com/definition/white\\_supremacy](https://www.lexico.com/definition/white_supremacy)). Bhekisela kwi-Manning (2004) kumongo waseMzantsi Afrika.

Mbembe (2019:5) wathetha wenjenje, "ukulwa nobukoloniyali eyunivesithi kuqala ngokuphelisa ukwenziwa bucala kunye nokuvuselelwa kwendawo zoluntu."

NgokukaFataar (2021), "Ukulwa nobukoloniyali kumaziko emfundo bubulungisa bokulingana obusekelwe kulwandiso kunye nokulondoloza ngokupheleleyo umgangatho wolwazi lwasentshona. Eli khwelo ikwalelokwenza ulwazi lube luninzi, olubhekisela ekudityanisweni kweendlela ezintsonkothileyo zokwazi umgangatho ophantsi kunye nawo onke amaqela awayebekelwe bucala ngaphambili. La makhwelo amela ukuchaswa okusesikweni kokuqhelaniswa nolwazi lwaseNtshona. Endaweni yoko, imfundo yokulwa nobukoloniyali isekelwe ekuqukweni kwazo zonke iintlobo zolwazi olulilifa ebantwini kuquka amaAfrika, abomthonyama, ama-Arab-Islamic, amaTshayina, amaHindu, ama-Indo-American, amaAsiatic, kunye neentlobo zolwazo lwaseNtshona. Le ndlela yokuquka bonke kulwazi isekelwe ekuqondeni iinkcubeko eziliqela nezingaqhelekanga kwiindlela zokuba ngumntu. Zonke iindlela zolwazi kufuneka ziziswe kwimfundo yeenkcubeko ekhuthaza uhlobo lokuvuleka olunxulumene nolwazi lwabo bonke abantu... Iyunivesiti imele ibe yindawo eyamkela izithethe zenkcubeko zabo bonke abasebenza nabafunda kuyo... Ikhwelo lemfundo yokulwa nobukoloniyali yeyona nto ifakwa ngokupheleleyo kwiinkqubo zolwazi loluntu kwikharithulam neenkqubo zokhetho lolwazi lwaseziyunivesithi nasezikolweni. Iinkcukacha zoko kufakwa kufuneka zibe ngumxholo wengxoxo engxamisekileyo kwiifakhalathi, kwisebe nakumaziko axhasa iiyunivesithi, phakathi kwabasebenzi abaxhasayo, abahlohi, kunye nokuyilwa kwezixhobo zokufunda kunye nencwadi."

Imekobume yangoku ye-SU, ngakumbi ngexesha lokufunda kumakhasi onxibelelwano, ayinikezeli ngofikelelo olulinganayo kubo bonke abafundi kunye nabasebenzi. Uninzi lweendlela ezimiselweyo nezingamiselwanga zengcinezelo ngokuphandle nangokungangqalanga e-SU. Ngenxa yoko, yindima yabo bonke abafundi, abasebenzi, kunye noninzi lwabantu base-SU ukuzityhila ezi ntlobo zengcinezelo. Kuxa isenza loo nto kuphela i-SU enokuthi iqalise ukusebenza kuphuhliso lweziko eliquka wonke umntu, elingaxhamlisi nasiphi na isenzo okanye uhlobo lolwazi ngenxa yokuba ilolomntu othile. Kufuneka sijonge kwikamva, simke ngokupheleleyo kwiziseko ezabekwa zaza zawongwa ziiyunivesithi zangaphambili "zabamhlophe kuphela" size siyiphephe into yokufundisa iimfundiso ezifileyo." (Mbembe, 2019: 6).

### 3. Ukulingana

NgokukaHeywood (2008):

Ukulingana kuthetha ukwabiwa ngokulinganayo kwamalungelo omthetho nawezopolitiko, ngokusekelwe kwingcamango yokuba sonke sizalwa silingana. Ukulingana ngokwamathuba kuthetha ukuba wonke umntu uqala kwindawo efanayo, okanye unamathuba alinganayo ebomini, kwaye ubuchule namandla okusebenza nzima kungathethelela ukungalingani kwezentlalo. Ukulingana kumphumo kukhuthaza ubulungisa noluntu ngokufuna ulwabiwo olulinganayo lwengeniso, ubutyebi kunye nezinye izinto zentlalo.

### 4. Uluntu lwe-SU

Uluntu lwe-SU luquka bonke ababandakanyekayo: abazali, abafundi, abafundi bangaphambili, iindwendwe, abasebenzi kokubini bangaphakathi nabangaphandle, abasebenzi kokubini abasisigxina nabekontraki. Sifanele sicinge nange-arhente yomntu ngamnye ekuchongeni noluntu.

### 5. Abasebenzi

Abasebenzi babhekisa kwezi ndidi zilandelayo: Abethutyana, abasisigxina, abacebisi, abancedisi babafundi, kunye namahlakani aphumelele ezobuGqirha.

### 6. Amahlakani Ethu

Izinxulumanisi ze-DSAf ziquka amaqela anomdla kunye/okanye abaxhasi abafana necandelo lezoshishino, uluntu, urhulumente, izakhono, abafundi bangaphambili, abanikeli, abazali kunye nabagcini.

### 7. Abafundi

Abafundi babhekisa kwezi ndidi zilandelayo: abafundi abakwiinkqubo zotshintshiselwano, abasisigxina, abethutyana (ubukhulu becala kwiinkqubo zobugcisa kwinkcazelo), abafundi abakhethekileyo, abafunda kwi-intanethi, abafundi abahlala kwikhampasini nabafundi abahambayo/abafundi be-PSO.

### 8. Ukuxhatshazwa kunye nokubhulishwa

NgokukaHarvey (2019), ukuxhaphaza kunokuchazwa ngolu hlobo:

“Ukuziphatha okungafunekiyo kwindawo yomsebenzi okuzingisileyo okanye okunzulu nokuthobayo, okuhlazisayo, okanye okudala imekobume yobutshaba okanye yezoyikiso okanye okubalelwa ekungenisweni kwemiphumo emandla yokwenene okanye esongelayo.”

Ngokomgaqo-nkqubo we-SU Wokucalulwa NokuXhatshazwa Ngokungenalusini (2016):

Ukuxhaphaza kuchazwa “njengendlela yokuziphatha engafunwayo ethobayo, ehlazisayo okanye edala imekobume enobutshaba okanye yezoyikiso okanye eyenzelwe ukunyanzela umntu ukuba agobe uphondo ngokumvisa iintlungu okanye usongele ngokwenjenjalo, yaye loo nto inokuqhubeka, yenzeke kube kanye okanye ibe nobuzaza kwaye inokubandakanya isondo, isini okanye ukhetho lwesini, okanye umntu abe kwiqela okanye kucingelwe ukuba ungoweqela elichongwe ngezizathu okanye iimpawu ezithintelweyo okanye iimpawu ezinxulumene nelo qela.”

## 9. Ubundlobongela obusekelwe kwisini

Ubundlobongela obusekelwe kwisini (GBV) bubundlobongela obungokwasemzimbeni, obezesondo, obungokweemvakalelo, obungokwezimalini, okanye obujoliswe kubantu besini esithile. Bungenziwa kubalingane abasondeleyo, kubantu abaqheleneyo, kubantu abangazaniyo nakumaziko. Uninzi lwezenzo ze-GBV phakathi kwabantu zenziwa ngamadoda ejolise kumabhinqa, kwaye indoda eyenza ubundlobongela isoloko isaziwa libhinqa, njengomlingane okanye ilungu losapho. Nangona amadoda namakhwenkwe enokuba namava e-GBV, ubalo lubonisa ukuba ubukhulu becala ijoliswe kumabhinqa nakumantombazana (Dartnall & Jewkes, 2013). I-GBV yenzeka ngenxa yoko kulindelweyo kwindima eqhelekileyo nakulwalamano lwamandla angalinganiyo phakathi kwabesini eluntwini.<sup>7</sup> I-GBV ikwachaphazela uluntu lweLGBTQIA+ ngeendlela ezigwenxa ezinjengokudlwengula amafanasini.

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<sup>7</sup> Inkcazo ithathwe ku: <https://www.saferspaces.org.za/understand/entry/gender-based-violence-in-south-africa>

Ngokomgaqo-nkqubo we-SU Wokucalulwa Nokuxhatshazwa Okungekho sikweni<sup>8</sup> (2016):

Ukuxhaphaza ngokwesondo kubhekisela koku: “Ukuziphatha ngokuqhelekileyo okugqalwa njengokukhubekisayo, okunokubandakanya iindlela zokusondela ngokwesondo ezidla ngokwenziwa phantsi kwemeko yokugagamela ngenxa yokuba umntu ephethe okanye enegunya kunabanye; ukuxhaphaza ngokwesondo luhlobo localucalulo olusekelwe kwisini umntu asiso, isini asikhetayo; akufunwa yaye kunokwenziwa ngenxa yokuphatha, igunya okanye ukulawula ngokwesondo, kwakha imo yobutshaba ethintela abo babandakanyekayo ekufundeni okanye basebenze kakuhle.”

### ***Inxalenye 11: Uncomelo***

Ikomiti engaphantsi yeNguqu ye-DSAf incomela le ndlela ilandelayo yokuphunyezwa okubonakalayo koSomqulu weNguqu ye-DSAf:

- Lo Somqulu utsalela kuMgaqo-siseko weRiphabliki yoMzantsi Afrika ukuba ubandakanye abo basebenzisana nabo ngaphakathi ekuzibopheleleni ekudaleni indawo enemvisiswano eyamkela ize ibhiyozele ukwahluka. Lo Somqulu ufanele usetyenziselwe ukuqalisa incoko ejikeleze uqheliselo lokubekelwa bucala kwabasebenzi abakwi-DSAf ne-SU, ngenjongo yokuvuma ukungabikho kobulungisa kokubini okwangaphambili nokwangoku, kwanendlela okungalungiswanga kakuhle ngako. Oku kubandakanya ukwazisa abantu malunga nokulwa ubukoloniyali neenguqu kwi-DSAf; Ngoko ke, uSomqulu, neengxoxo ezihamba naye, umele aquke ukuvuma ukuba i-SU ibisekelwe kubukoloniyali namalungelo athile, nto leyo eza kuba sisiseko sesi sithembiso.
- Iindawo zabantu bonke kufuneka zimele iimfuno zabantu bonke ngokuphathelele ulwimi nenkolo, umz. Kukho ivenkile enye kuphela yeHalaal eNeelsie naseTSS apho abafundi abangamaSilamsi banokutyela khona. Imiqondiso nayo kufuneka ifumaneka ngesiXhosa, ngesiNgesi nangeAfrikaans ukuqiniseka ukuqukwa ngokubanzi. Lo Somqulu uya

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<sup>8</sup> Umgaqo-nkqubo (sithetha nje lo mgaqo-nkqubo uhlaziywa yiYunithi yokuLingana ukuze uyiquke ngokucace ngakumbi i-GBV).



kuguqulelwa ngesiXhosa nangeAfrikaans ukuqinisekisa ukulingana phakathi kwamaqela amathathu eelwimi eziphambili kwiphondo laseNtshona Koloni. Uya kuguqulelwa nakwi-Braille ibe kufuneka wenziwe ufumaneke kwiwebhsayithi yeDSAf ukwandisa ukufikeleleka.

- IQonga leNguqu le-DSAf lifanele lincedise ekuboneleleni ngomkhombandlela wendlela uSomqulu omele ubonakale ngayo, kwanendlela yokuphumeza isibhambathiso esinikezelwa ngulo Somqulu kuqheliselo lwamihla le. IQonga leNguqu le-DSAf lifanele libonelele nangomkhombandlela oqhubekayo we-DSAf nokuphunyezwa kwenguqu kwakunye nokulwa nobukoloniyali ngeendlela ezibonakalayo.
- I-DSAf ifanele ikhuthaze imigudu elungelelanisiweyo yeziko yokulungisa, nokwakha ibutho lababenombono yalo abantu bexesha lasemva kwengcinezelo. Oku kuquka, kodwa akuphelelanga ekulinganeni ngokweelwimi, ukufakwa kwezobugcisa, nokuthiywa ngokutsha kwezakhiwo kunye nezinye iindawo njengenzame yokufaka isandla kulungiso olubonakalayo.
- Abasebenzi be-DSAf bafanele basebenzisane baze baphathe ngentlonipho bonke ababandakanyekayo. Oku kuthetha ukuba uqheliselo lokubekelwa bucala njengokusilela ukubulisa abanye, ukutyeshela izicelo zenkxaso, okanye ukuntsonkotha kweemeko zabafundi xa benemibuzo kufuneka iphele. Ukongelela, umoya wentsebenziswano ufanele ugqube phakathi kwabo bonke abasebenzi, kwanakwiinkokeli zabafundi. I-DSAf ifanele iqonde ukuba kukho abafundi nabasebenzi abangenazo izibonelelo zemali ezaneleyo zokubenza bakwazi ukufikelela kwiteknoji nenkcazelo. Inkxaso ifanele ibonelelwe benaloo mongo engqondweni.
- Lo Somqulu kufuneka ahambelane neSicwangciso seNguqu se-SU, kunye nemigaqo yokuziphatha yabasebenzi kunye noMgaqo woLuleko waBafundi be-SU.
- Lo Somqulu ufanele utyobelwe ngabo bonke abasebenzi be-DSAf kunye neenkokeli zabafundi e-SU ebudeni bokuthathwa kwabo.

***Ukubekw'esweni nokuhlolwa koSomqulu:***

- Lo Somqulu ufanele abe yinxalenye yenkqubo Yokwamkela abafikayo (abafundi abatsha)
- Lo Somqulu ufanele abonakale ekuthathweni kwabasebenzi abatsha
- Lo Somqulu ufanele ukumane ejongwa, kwaye ukuba kuyimfuneko, uhlaziywe rhoqo emva kweminyaka emihlanu
- IKomiti Engaphantsi yoSomqulu incomela ukuba udityaniswe nezicwangciso zaminyaka le zeziko ngalinye elikwi-DSAf
- IKomiti Engaphantsi yoSomqulu kunye neKomiti yeNguqu ye-DSAf zifanele zixoxe ngokhetho lokutyikitywa kukaSomqulu. KuSomqulu we-FMHS kwakungekho kutyikitywa, kodwa endaweni yoko ukusasazwa nokusekwa ngokubanzi kukaSomqulu
- Ingxelo ngokuphunyezwa kukaSomqulu kufanele kuxoxwe ngayo kwiNgqungquthela yeNguqu yeDSAf yaminyaka le
- IKomiti Engaphantsi yoSomqulu incomela ukuba uSomqulu adityaniswe nezicwangciso zaminyaka le zeziko ngalinye elikwi-DSAf
- IKomiti yeNguqu ye-DSAf ifanele icinge ize ixoxe ngokuba ngubani oza kuba noxanduva lokuphumeza uSomqulu. Ziya kubandakanyeka njani iinkokeli zabafundi?

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