



COMMUNIQUÉ BY THE VICE-CHANCELLOR AND PRINCIPAL

IMPLEMENTATION OF A WHISTLE BLOWERS HOTLINE

Dear Staff and Students

It gives me great pleasure to inform you that Whistle Blowers Pty (Ltd) has been appointed to provide the Central University of Technology, Free State (CUT) with an external, independent whistle-blowing hotline service, **with effect from 1 September 2017**.

This agreement will provide all members of the CUT community – staff, students, alumni and Council members – and the University’s external stakeholders (e.g. suppliers, donors, etc.) with the means to anonymously “blow the whistle” on all fraud, discrimination, harassment, and criminal and unethical activities at the institution. The implementation of a toll-free and anonymous complaints line that would allow staff and students to register any infringements to CUT policies, responds to one of the recommendations of the *Report of the Ministerial Committee on Transformation and Social Cohesion and the Elimination of Discrimination in Public Higher Education Institutions of November 2008* (the Soudien Report).

The University took the initiative to follow a holistic approach by implementing such a complaints line as part of CUT’s broader Corporate Governance Strategy. The implementation of this whistle-blowing facility enables CUT to practice good corporate governance, as per the recommendations of the King Reports; forms part of a fraud prevention programme to protect the University and all its stakeholders; and ensures compliance with the Companies Act, which stipulates that organisations’ stakeholders should be provided with the means to confidentially report irregular activities.

Furthermore, we have an obligation to respect and promote the values of the Constitution of South Africa and the Bill of Rights, which are the cornerstones of democracy in South Africa. *“The Constitution enshrines the rights of all people in our country and affirms the democratic values of human dignity, equality and freedom.”* **No one is allowed** *“to discriminate directly or indirectly against anyone on one or more grounds, including race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language and birth”*. The policy and procedures for ethical governance, management and operations clearly stipulate that: *“CUT employees and students are expected to operate to high moral, ethical and legal standards”*. The fundamental ethical principles that form the basis of the Code of Ethics are, *inter alia*, diligence, respect for persons, integrity, fairness, honesty and trust.

The following process should be followed to inform Management or the University Council of any malpractice or impropriety, whether real or perceived:

1. **Report the matter to Whistle Blowing (Pty) Ltd. You can do this online at www.whistleblowing.co.za, or via e-mail, telephone or fax. Their contact details are as follows:**
 - **Tel. no. (toll free): 0800 222 225**
 - **E-mail: cut@whistleblowing.co.za**
 - **Fax no.: 086 52 22 816**

Remember – you have the right to remain anonymous, and can thus report any matter without fear of victimisation.

2. **Provide the operator with as many details as possible regarding the illicit activity or matter that you are reporting, such as:**
 - **what transpired;**
 - **when the incident occurred;**
 - **where the incident occurred;**
 - **who was involved;**
 - **the frequency of the event; and**
 - **any other details that you consider relevant.**
3. **Keep the reference number provided to you by the operator for future follow-up calls.**

I trust that the implementation of this facility will assist us in ensuring that our University becomes a home where the democratic principles and values, as enshrined in the Constitution, are fully enjoyed by all – regardless of race, gender, ethnicity, social class, language, culture, health, status, national origin or sexual preference. Also, that it will contribute to the promotion of an inclusive institutional culture for staff and students, thereby creating an environment that is conducive to teaching, learning, research, innovation and administration, towards CUT's goal of becoming the leading transformative university of technology!

Yours sincerely



Prof. Henk de Jager
Vice-Chancellor and Principal
30 August 2017