



Central University of  
Technology, Free State

OFFICE OF THE DEPUTY VICE-CHANCELLOR: ACADEMIC & RESEARCH

**Communiqué by the Deputy Vice-Chancellor: Academic & Research**

**Cases of Sexual Harassment, Racism and Assessment Irregularities  
in the Academic Division  
18 March 2015**

***Dear Staff in the Academic Division & All Students***

As part of our goal to make CUT the leading University of Technology, I am obliged to address matters that may hinder our progress towards excellence.

Allow me to bring to your attention the many forms of discrimination, harassment and fraud that some of our staff and students face. I would once again like to reiterate that the university is a place of learning, where we encourage constructive debates and engagements not mischief by those who think that they are above the law. It is the duty of management to protect not just the staff but also the students who attend the university in the hope that they will be provided with a bright and successful future.

**Over the past 2 years, the institution has encountered the following cases of sexual harassment, racial abuse and fraud in the academic division:**

The following cases of racism and sexual harassment were reported and attended to:

**2013:**

(i) *Allegations of sexual harassment by a student against a Lecturer. Outcome: The Lecturer resigned before a disciplinary process was instituted.*

**2014:**

(i) *Allegations of sexual harassment by students against a Senior Lecturer. Outcome: The Senior Lecturer opted for early retirement before a disciplinary process was instituted.*

(ii) *Allegations of racism by students against a part time Lecturer. Outcome: The Lecturer was dismissed.*

(iii) *Allegations of sexual harassment by a student against a Lecturer. Progress: The Lecturer was suspended and the outcome of the hearing is awaited.*

(iv) *Allegations of sexual harassment by a student against a Lecturer. Progress: A disciplinary hearing is currently underway following a detailed investigation.*

We have also encountered numerous cases of fraudulent behaviour by students who have engaged in one or other form of assessment irregularities. Some of these cases in 2014 are indicated in the table below while additional cases of irregularities of this nature can be found at the following link on the CUT intranet: <http://www.cut.ac.za/media/>.

IRREGULARITY	OUTCOME
Practical: Forged Lecturer's Signature	Forfeit all credits and inscription on record - Final written warning for 12 months
Practical: Forged Lecturer's Signature	Forfeit all credits and inscription on record - Final written warning for 12 months
June Assessment: Notes On Computer (Memory Stick)	Forfeit all credits and inscription on record - Final written warning for 12 months
June Assessment: Notes	Forfeit all credits and inscription on record - Final written warning for 12 months
Test: Swapped Question Papers	Forfeit all credits and inscription on record - Final written warning for 12 months
June Assessment: Script was not submitted after assessment	Final written warning for a period of 12 months
Forged Medical Certificate	Forfeit all credits and inscription on record - Final written warning for 12 months
Forged Medical Certificate	Forfeit all credits and inscription on record - Expulsion for 2 years
June Assessment: Notes	Forfeit all credits and inscription on record - Final written warning for 12 months
Forged Medical Certificate	Forfeit all credits and inscription on record - Final written warning for 12 months
Test: Plagiarism	Received 0% for assignment and inscription on record - Final written warning for 12 months
Test: Plagiarism	Received 0% for assignment and inscription on record - Final written warning for 12 months

I trust that we will learn from the statistics provided. In addition it should also be noted that every case that is reported will receive the highest attention and strictest discipline when being addressed.

The CUT community must note that any behavior of this nature will not be tolerated. 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 stipulates 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. Furthermore, we will continue to protect the academic integrity of the university at all times.

Students and staff are continuously conscientised about issues of inclusivity and diversity, and any unacceptable and dehumanising behaviour and utterances are strongly condemned. I would like to invite you to join me in building an academic environment at our university that supports and promotes the values that are enshrined in the country's constitution. Please feel free to report any form of irregularity of which you may be aware without the fear of being victimized and trust that it will receive the utmost attention and appropriate action.

Yours sincerely



**Prof Henk de Jager**

Deputy Vice Chancellor: Academic & Research