UMGAQO-NKQUBO WABAFUNDI ONGOBUHLANGA KUNYE NEZINYE IINTLOBO ZOCALUCALULO OLUNGALUNGANGA

ST ANDREW'S COLLEGE

1. INTSHAYELELO

INKCAZELO yoBANDAKANYO

Njengesikolo samaTshetshi, siyavuma ukuba sineqela labasebenzi nabafundi abohlukileyo, siyakwamkela oku kwaye siyakuxabisa oku kwahluka. Siyasiqonda kwaye siyasihlonipha isimo sentlalo esisodwa soMzantsi Afrika, onembali yokushiya ngaphandle abantu abathile, ukwahlula abantu ngokusemthethweni kusetyenziswa ubuhlanga, sikwaliqonda nefuthe elizingisileyo nelivakalayo kubo bonke abemi beli.

Sikholelwa ukuba bonke abantu benziwe ngokomfuziselo kaThixo ngoko ke kufanelekile ukuba baphathwe ngesidima nangentlonipho yaye sinoxanduva olusibophelela ukuba sibenobandakanyo kwaye sihlale sikhumbula ukuba abantu bohlukile kuyo yonke imigaqo-nkqubo neenkqubo zethu, kumagumbi okufundela nakunxibelelwano lwethu.

Ngoko ke, siyabaqinisekisa bonke abantu ngokungaxhomekekanga kuhlanga, kumbala, kubungakanani ngokweminyaka, kwinkolelo, kwinkolo, kwisazela, kwinkcubeko, kulwimi, kubuzwe, kukhubazeko, kwimvelaphi ngokohlanga okanye ngoko luntu, ukuzalwa, kwisini sokuzalwa, kukhetho lwesini, kububani ngokwesini, kubume bomtshato, ekukhulelweni, nakubume babo kwezoqoqosho nakwezentlalo.

Sizama kangangoko ukwakha indawo ebandakanyayo ngale migaqo: Sihlonipha sikwaqinisekisa isidima selungu ngalinye loluntu lwethu.

Sizinikele kwimfundo eqhubekayo yabasebenzi bethu njengenxalenye yenkqubo yokuphuhlisa nokugcina uluntu olubonelela ngendawo yemfundo eqinisekisayo.

Siza kuqhubeka nokumana sizicela thina umngeni, kwakunye nabanye, kwindawo yenkathalo esuka macal'onke kunye nentlonipho yesidima esisisiseko sabantu bonke.

UKUZINIKELA kuMGAQO-SISEKO

ISikolo sizinikele ngokupheleleyo ekuphakamiseni onke amalungelo neenkululeko ezisisiseko zabo bonke abantu beKholeji iSt Andrews, ngokufunwa nguMgaqo-Siseko[1], uMthetho wezoBulungisa kwezeNgqesho[2] (Employment Equity Act–EEA), kwakunye noMthetho wokuKhuthazwa koLingano nokuThintela uCalucalulo oLungalunganga[3] (Promotion of Equality and Prevention of Unfair Discrimination Act).

Ngokwamnkela isibophelelo ngokoMgaqo-Siseko sokuphumelela ubulungisa, iSikolo sizinikela ngokupheleleyo ekukhuseleni bonke abantu abakhoyo esikolweni sethu kucalucalulo olungalunganga oluthe-ngqo nakucalucalulo olungalungalunga olungathanga-ngqo.

2. IINJONGO

Iinjongo zalo mgaqo-nkqubo kunye nezi nkqubo ku:

1. fundisa ngokuxabiseka kokohluka kwabantu nangobandakanyo, kwakunye nokwamnkela isidima esisisiseko sabo bonke abantu nokuba uthini na umahluko;

2. Ukumilisela umgaqo-nkqubo kwakunye nentshukumo yokuphelisa ucalucalulo olungalunganga kwiziko ngokupheleleyo;

3. Ukuqinisekisa ukuba kukho iinkqubo ezifanelekileyo nezifikelelekayo zokuba amakhwenkwe aluxele kwaye aqubisane nalo ucalucalulo olungalunganga.

3. IINGCACISO[4]

1. Abasebenzi baquka:
   a. AbaPhathi abaPhezulu beSikolo (uNqununu; uNqununu wesiBini; ooSekela-Ntloko, AbaPhathi Zindlu kwakunye noMfundisi)
   b. Abasebenzi abafundisayo (ooTitshala)
   c. Abasebenzi bezoLawulo kunye nabasebenzi bokuQhuba isikolo
   d. Abafundi abancedisayo, nabo bakwiinkqubo zoqeqesho, kwakunye nabaqeqeshi (nokuba baqeshelwe ixesha elimiselweyo, abasisigxina, abexesha elipheleleyo okanye abethutyana)

2. Ngokwenjongo yalo mgaqo-nkqubo ‘ummangali’ uthetha nawuphi na umntu okanye iqela elingaphakathi kuluntu lwethu lwesikolo otyhola ngokuba kukho ulwaphulo lwalo mgaqo-nkqubo nokuba lunjani na kwaye nothi aqalise iinkqubo zokumangala ngokwalo mgaqo-nkqubo.

3. Ngokwenjongo yalo mgaqo-nkqubo ‘ubuhlanga’:
   a. Yinkcaso, ucalucalulo olungalunganga, okanye intshutshiso eqondiswe emntwini wohlanga olwahlukileyo ngokusekelwe kwinkolelo yokuba uhlanga olulolwakho lungentla; okanye
   b. Yinkolelo yokuba onke amalungu ohlanga oluthile aneempawu okanye izakhono ezifumaneka kolo hlanga kuphela, ingakumbi ukuze lahlulwe njenge lingentla okanye njenge lingaphantsi kolunye uhlanga okanye kwezinye iintlanga.

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1 Umgaqo-Siseko woMzantsi Afrika, womnyaka ka-1996

2 Umthetho we-55 womnyaka ka1996 (Act 55 of 1996)

3 Umthetho we-4 womnyaka ka-2000 (Act 4 of 2000)

4 Ngokuhambelana noMthetho we-4 womnyaka ka-2000 (Act 4 of 2000)

4. Ngokwenjongo yalo mgaqo-nkqubo ‘ucalucalulo olungalunganga’ luthetha nasiphi na isenzo okanye ukungenzi, okuquka umgaqo-nkqubo, umthetho, ummiselo, inkqubo, imo okanye imeko ethi ngokuthe-ngqo okanye ngokungathanga-ngqo
   a. yenze ubunzima, izinyanzelo okanye uhleleleko emntwini: okanye
   b. ibambe inzuzo, amathuba okanye uncedakalo kuye nawuphi na umntu ngokwesizathu esinye okanye ezingaphezulu kwezo zingavumelekanga.

5. Ngokwenjongo yalo mgaqo-nkqubo “uxhatshazo” luthetha ukuziphatha okungafunwayo okuzingisileyo okanye okuqatha nokuthoba isidima, okuhlazayo okanye okubangela indawo enobutshaba okanye eyoyikisayo okanye ebalelwe ukuba ibangele unikezelo ngemiphumela emibi okanye ngezigrogriso zemiphumela emibi yaye enxulumene:
   a. nesini, kububani bomntu ngokwesini okanye umtsalane ngokwesini; okanye
   b. nobulungu bomntu okanye ubulungu bomntu obucingelwayo kwiqela elaziwa ngenye okanye ngezinye zezizathu ezingavumelekanga okanye impawu eyanyaniswa neqela elinjalo.

6. Ngokwenjongo yalo mgaqo-nkqubo ‘izizathu ezingavumelekanga’ lucalucalulo olusekelezwe:
   a. kuhlanga, umbala, ubungakanani ngokweminyaka, kwinkolelo,, inkolo, isazela, inkcubeko, kulwimi, ubuzwe, kukhubazeko, kwimvelaphi ngokohlanga okanye ngoko luntu, ukuzalwa, kwisini sokuzalwa, isini umntu aziva esisiso, kububani bomntu ngokwesini, umtsalane ngokwesini, kubume ngokomtshato, ekukhulelweni kwakunye nakubume bezoqoqosho nezentlalo; okanye
   b. nakweyiphi na enye into ekuselezwe kuyo ucalucalulo:
      iii. ebangela okanye eqhubekisa inkqubo yohleleleko
      iv. ejongela phantsi isidima somntu; okanye
      v. echaphazela ngendlela engalunganga isakhono somntu sokonwabela ngokulinganayo amalungelo neenkululeko zakhe ngendlela emandla nenokuthelekiswa nocalucalulo ngokwesizathu esikumhlathi (a).

7. Ngokwenjongo yalo mgaqo-nkqubo ‘ummangalelwa’ uthetha nawuphi na umntu ekuqalwa iinkqubo zokumangala ngakuye ngokwalo mgaqo-nkqubo.

4. ULWAZI NEMFUNDO

Ekuqaleni phambi kwayo yonke enye into iKholeji iSt Andrews liziko lemfundo. Ngoko ke sinoxanduva lokuqinisekisa ukuba:

1. **Izifundo ezisesikweni nezingekho-sesikweni** zibonakalisa ukuxabiseka kobandakanyo, ukwahluka kwabantu kunye nesidima sabantu.

2. **Onke amakhwenkwe** afundisiwe ngamalungelo omgaqo-siseko asisiseko, ucalucalulo ngokohlanga, ucalucalulo ngokwesini, ucalucalulo ngokobungqingili (ukuthandana nesini esinye) kwakunye nangemigaqo-nkqubo yeKholeji iSt Andrews engocalucalulo olungalunganga.

3. Lonke uqhelaniso **lwamakhwenkwe afikayo** kufuneka lubandakanye ukufundiswa ngamalungelo omgaqo-siseko asisiseko, ucalucalulo ngokohlanga, ucalucalulo ngokwesini, ucalucalulo ngokobungqingili, kwakunye nangemigaqo-nkqubo yeKholeji iSt Andrews engocalucalulo olungalunganga.

4. Bonke abasebenzi abafundisayo **balindeleke ukuba baphakamise ulingano kunye novelwano kwimiba ebhikisele kukwahluka kwabantu** kwizifundo zabo apho kufanelekileyo.

5. Bonke abasebenzi **balindeleke ukuba baphakamise ulingano kunye nobulungisa kwizindlu/nakumasebe abo ngokohluka kwazo/kwawo**.

6. Abasebenzi bolawulo kunye nabasebenzi beenkonzo zenkxaso **balindeleke ukuba baphakamisa kwaye baxhase ulingano kwakunye nobulungisa** esikolweni

7. Isikolo siza kuqulunqa siphinde sishicilele **uluhlu lwezikhokelo** zabasebenzi ezingokuphakamisa ulingano nobulungisa neziqubisana nocalucalulo olungalunganga.

8. Onke amaxwebhu asesikweni neminye imigaqo-nkqubo iza **kwamnkela kwaye ibhekise kulo mgaqo-nkqubo xa kufanelekile**.

5. IMIZEKELO YOCALUCALULO OLUNGALUNGANGA

1. ISikolo sichasa nokuphi na ukuziphatha okucalucalula ngokungalunganga namphi na umntu okanye iqela.

2. Ukwaphulwa ko (1) kungakhokelela kwintshukumo esesikweni yoluleko (bona umhlathi-8 ongezantsi)

3. Ucalucalulo olungalunganga lungaba zezi ntlobo zilandelayo, kodwa aluphelelanga kuphela apha:

A. UCalucalulo Olungalunganga oluthe-ngqo – oko kukuthi isenzo socalucalulo esingafihlwanga nesijolisiweyo, kwaye esingafanelekanga okanye esingathethelelekiyo.

Umzekelo:

- Intetho yentiyo – oko kukuthi unxibelelwano oluquka iintetha kwakunye nezijekulo ezonakalisa isidima sabanye abantu luhlobo loxhatshazo olu lucalucalulo olungalunganga.

- Iintetha ezikhubayo ezinokwenza nohlanga lomntu, uluntu avela kulo, umbala, inkolo okanye ubuzwe bakhe zibonwa njengeentlobo zocalucalulo olungalunganga oluqatha nanjengokuba ziqhubeka zikhuthaza ucalucalulo ngokohlanga.

B. UCalucalulo olungalunganga olungathanga-ngqo – oko kukuthi ukwahlulwa, ukuvalelwa ngaphandle, ukuthintelwa okanye ukukhetha okubonakala ngaphandle kungakhethi-cala kodwa enyanini xa sele kusenziwa kucalucalulwa ngokungalunganga umntu othile okanye amaqela.

Umzekelo: Ukuba isikolo sisebenzisa umgaqo-nkqubo, umthetho okanye indlela yokwenza izinto ethi ngokungekho ngabom ibeke wena nabanye abantu abanje ngawe kuhleleleko olungenabulungisa xa kuthelekiswa nabanye.

Eminye imizekelo yocalucalulo olungalunganga iquka[5]:

- Ukubiza abantu ngamagama angengo magama wabo okuzalwa
- Iintetha ezikhubayo ngaye nawuphi na umntu
- Ukuxhatshazwa emzimbeni

5 NCEDA UQAPHELE: Le mizekelo ayilo luhlu olugqibeleleyo kwaye iimeko zocalucalulo olungalunganga aziphelelanga kuphela kwezi zidweliswe apha.

- Uxhatshazo lwezinto zakho
- Ukuzotywa okanye ukubhala ngetshokwe emadongeni izibhengezo ezikhubekisayo kwabanye abantu ngokwenkolo, ngokohlanga, ngokomtsalane ngokwesini okanye ngokokhetho lwesini.
- Ukunxiba uphawu olunobuhlanga
- Ukwala ukuthabatha inxaxheba okanye ukwabelana nabanye ngenxa yezizathu eziphandle eziphathelela kuhlanga, kububani bomntu ngokwesini, izinga lomntu ekuhlaleni, inkolo okanye umtsalane ngokwesini ocingelwayo okanye onguwo.
- Izijekulo ezenziwa ngomzimba okanye izimbo zomzimba ezikhubekisayo
- Ukuvalela ngaphandle abanye abantu kwizinto ezenziwayo ngezizathu zohlanga, izinga lomntu ekuhlaleni, inkolo okanye umtsalane ngokwesini
- Ukwenza iziqhulo ezikhubekisayo kumalungu ohlanga oluthile, kububani babantu ngokwesini, kwisini sokuzalwa, ubungakanani ngokweminyaka, izinga lomntu ekuhlaleni, umtsalane ngokwesini, ulwimi okanye iqela lenkolo ethile.
- Ukulinganiswa kwendlela yabantu yokuthetha
- Iintetha okanye uluvo olungakhiyo (olucalucalula ngokungalunganga/olukhubekisayo) ngabantu okanye amaqela abantu ngokunxulumene nayo nayiphi na into kwezi zinto:

– Inkangeleko
– iimpahla
– ukutya
– indlela yokuthetha okanye ulwimi lwengingqi
– ulwimi
– ubume bentlalo
– ubume bezimali
– izakhono zomzimba
– ubukrelekrele bengqondo
– Inkcubeko
– Inkolo
– Ilizwe lemveli
– usapho
– umtsalane ngokwesini

Okanye nasiphi na isenzo, ukuziphatha okanye impatho enxulumene nezi zinto zingavumelekanga.

6. IMIGAQO EKHOKELAYO

1. ISikolo sizibophelela ekubeni sibonelele ngendawo ekuhlonitshwa isidima sabantu bonke. Abantu abangamaxhoba ocalucalulo olungalunganga akufuneki bazive ngokungathi izikhalazo zabo azihoyekanga okanye bazive ngokungathi zithathelwa phantsi, okanye boyike impindezelo.

2. Onke amakhwenkwe anendima ekufuneka eyidlalile ekudaleni nasekugcineni indawo ekuyakuthi ucalucalulo olungalunganga lungamnkeleki kwaphela. Kufuneka aqinisekise ukuba indlela yawo yokuziphatha ayikhubekisi kwaye kufuneka angasikhuthazi isimilo esigwenxa kubanye abantu.

3. Kulindeleke ukuba bonke abasebenzi bathathe amanyathelo afanelekileyo ngokuhambelana nalo mgaqo-nkqubo xa kukho iimeko zocalucalulo olungalunganga esikolweni abathe baziswa ngazo.

4. Izityholo zocalucalulo olungalunganga ziyakujongwa ngendlela eqatha nemandla kakhulu kwaye ziphandwe, ngobunono, ngokugqibeleleyo nakwangexesha. Ukuba buye bakho ubungqina, lowo ufunyenwe enetyala lokuziphatha ngolu hlobo uya kujongana neziphumo ezingqongqo.

5. Izityholo ezingaxhaswayo bubungqina, ezingenasihlahla, okanye ezo zisekelezwe kwinkohlakalo nobubi nazo ziyakujongwa ngendlela emandla neqatha kwaye lowo wenza ezo zityholo anga jongana nentshukumo yoluleko.

7. UKUSETYENZISWA KOMGAQO-NKQUBO

Lo Mgaqo-nqkubo kunye nezi nkqubo zisebenza kuwo onke amakhwenkwe nabasebenzi6 beKholeji iSt Andrews.

8. IINKQUBO

1. Ezi nkqubo ziyakusebenza kwiimeko ekuthe kwabakho izityholo zocalucalulo olungalunganga njengokuba kuchaziwe kwicandelo lesi-5 kolu xwebhu.

2. Lo Mgaqo-nkqubo wamnkelwa njengosebenza calanye noMqathango woLoluleko kunye neeNkqubo esele zikho, kwaye apho kufanelekileyo kuya kuthi kusebenze iinkqubo eziqulathwe kuMqathango woLuleko.

3. Ezi nkqubo zinenjongo yokusombulula naziphi na izikhalazo/iingxelo zocalucalulo olungalunganga ngendlela enovelwano, ekhutheleyo nangendlela esebenzayo. Iinkqubo ziqalisa ukusebenza kwincoko yokuqala ummangali athi abenayo nomcebisi, amanyathelo aya kuthi athatyathwe ukusukela apho aya kuxhomekeka kubuqatha nasebunzulwini balo mbandela uxeliweyo.

4. Isikolo siyaqonda ukuba okokuqala phambi kwayo yonke enye into siliziko lemfundo kwaye kuzo zonke iimeko kufuneka sihlale siyikhumbula le ndima. Iminyaka (ngamanye amazwi, inqanaba lokuqola) yommangali/yabammangali kunye nommangalelwa/nabammangalelwa kwaye nale milinganiselo yokugweba ilandelayo iyagcinwa isengqondweni xa kuvavanywa ubungqongqo besehlo:

    1. Ingaba loo ndlela yokuziphatha ibihlungisa?
    2. Ingaba loo ndlela yokuziphatha ibingamabom okanye ibingenjongo?
    3. Ingaba loo ndlela yokuziphatha yayizingisile?
    4. Ingaba loo ndlela yokuziphatha iqhubekekile nangona bezikhona izilumnkiso ezibhekise kuloo mntu zokuba makayeke?

8.1 INQANABA 1: INGCEBISO EYIMFIHLO KUNYE NONCEDO

1. Izityholo ezibhekisele kwindlela yokuziphatha ephenjelelwa lucalucalulo, ukuchasa ubungqingili ngokungenalusini, ucalucalulo ngokwesini, okanye nezinye iintlobo zocalucalulo olungalunganga yimiba enobuzaza kwaye ummangali angaziva engenako ukuziyela kummangalelwa okanye ajonge kubahlobo okanye koogxa bakhe ukuze afumane inkxaso. Abammangali kungafuneka baye kuMphathi weNdlu abahlala kuyo, uMfundisi, uGqirha weNgqondo weSikolo okanye kuNqununu, ukuze bafumane ingcebiso zabucala.

6 Ukhona umgaqo-nqkubo wabasebenzi ofanayo kodwa owohlukeneyo ngokuhambelana neemfuno ze-ISASA kunye noMthetho wezoBulungisa kwezeNgqesho we-55 womnyaka ka-1998 (Employment Equity Act 55 of 1998)

2. Bonke aba bangentla:
   c. banezakhono namava afanelekiyo kwaye banikwe izixhobo ezaneleyo zokuba babonelele ngenkxaso kwaye bakwazi nokubonelela ngeengcebiso zabucala;
   d. baza kumncedisa ummangali ngokuthi bamcacisele ukuba le ndlela yokuziphatha imkhubekisileyo ilulo na ucalucalulo olungalunganga;
   e. baza kuxoxa ngeendlela ezinokusetyenziswa ukusombulula loo ngxaki;
   f. baza kumamela babonelele ngeengcebiso ezizakuxhasa ummangali, nokuba kukhethwe ukwenziwa eziphi na iintshukumo ukususela apho.

3. Injongo zentshukumo zeNqanaba loku-1 ku:
   i. Kuchonga ubungakanani balo monakalo ubonwayo;
   ii. kufumanisa ukuba esi sityholo socalucalulo olungalunganga siyabandakanyeka na phantsi kwentsingiselo yocalucalulo olungalunganga;
   iii. kuvavanya ukuba le ndlela yokuziphatha ityholwayo iyaphula kangakanani na imigangatho yokuziphatha?
   iv. kubonelela ummangali ngeengcebiso eziyimfihlo, ezabucala nezingagrogrisiyo, ngendlela engenamkhethe, ukuze kuqinisekiswe ukuba uncedisiwe wanako ukuzivavanyela le meko kunye namathuba akhoyo ngengqiqo esulungekileyo enganamkhethe, kodwa oko kusenzeka lukhona ulwazi olugqibeleleyo ngelungelo elidaliweyo lokufumana indawo yesikolo enganacalucalulo.
   v. kuncedisa ummangali ngokuba azithathele isigqibo esiqiqiweyo, nesingaphenjelelwanga lugrogriso ngokubhekisela kwindlela ayinqwenelayo yokuya phambili ukuze kubuyiselwe ubulungisa.

4. Ezi ngxoxo zizakubayimfihlo7. Kweli nqanaba asikho isidingo sokuveza ububani bommangalelwa.

5. Ukuba eli tyala lingakwazi ukusonjululwa ngendlela eyanelisa ummangali kweli inqanaba, liyakuqunjelwa. Ummangali angakwazi ukukhetha ukuba eli tyala liphawulwe nje. Kuzo zonke iimeko kufuneka umntu othenjiweyo ngenyaniso (i-confidant) aqulunqe inqaku elifutshane elichaza olo nxibelelwano.

6. Ukuba ityala alikasombululeki, ummangali okanye lowo uthenjiweyo ngenyaniso (i-confidant) angakwazi ukhetha ukugqithela kuNgenelelo Lokubuyisela uBume beZinto okanye, xa lnqununu icebise ngolo hlobo, lingaya ngqo kwiQumrhu loLuleko.
7. Ukuba inqununu ifunyaniswa ilalanisa nokuba akukho ngokomthetho nakwawaphi na amatyala ocalucalulo olungalunganga, ityala kufuneka ligqithiselwe kuSihlalo weBhunga.

8.2 INQANABA 2: UNGENELELO LOKUBUYISELA UBUME BEZINTO

i. Ungenelelo lokuBuyisela uBume beZinto lungalandelwa xa ummangali okanye lowo uthenjiweyo ngenyaniso (i-confidant) ekholelwa ukuba angakhona amathuba wokuba ityala lisonjululwe xa kunokubakho ingxoxo okanye intshukumo ebandakanya ummangalelwa.

7 Kufuneka kuqatshelwe ukuba ummiselo omnye wemfihlakalo udandalazisa ukuba lowo ufumana ingxelo ukholelwa ukuba ummangali okanye omnye umntu usengozini yokulimala, kuloo meko iziphumo kuzakufuneka zenyuselwe ngamajelo afanelekileyo.

ii. Ukuba kukhangeleka ifanelekile intlanganiso ebandakanya ummangalelwa, uyakumenywa kuloo ntlanganiso kwaye abonelelwe ngenkcazelo yommangali. Ummangalelwa angasamnkela okanye asale isimemo. Ungenelelo Lokubuyisela uBume beZinto lungaqhubeka kuphela xa amacala omabini evuma ukuthabatha inxaxheba. Xa ummangalelwa esala ukuthabatha inxaxheba, ityala liyakonyuselwa kwiQumrhu loLuleko ukuze kuqhubekeke uphando.

iii. Ukuba ummangalelwa uyasamnkela isimemo intlanganiso yoNgenelelo Lokubuyisela uBume beZinto iyakuthi, njengomcimbi oyimfuneko ibandakanye utitshala omkhulu okanye uGqirha weNgqondo weSikolo, ummangali kunye/okanye nomntu/umntu othenjiweyo ngenyaniso (i-confidant), ummangalelwa kunye nomntu osuka kuluntu lwesiSikolo abamkhethayo ukuba abamele.

iv. Intlanganiso (iintlanganiso) zolu hlobo ziyakubayimfihlo kwaye ingxelo/irekhodi eyakugcinwa yileyo yesiphumo ekuvunyelenwe ngaso ngamacala onke. Nangona kunjalo, le ngxelo ingasetyenziswa kwiinkqubo zoluleko ezilandelayo (isimo esiyakuchaphazela ubungqongqo nobunzulu besohlwayo) xa kunophinda kubekho elinye ityala kwakhona.

v. Ukuba ityala lisonjululwe ngendlela eyanelisa amacala omabini kweli nqanaba liyakuququnjelwa.

vi. Ukuba ityala alikasombuleleki, ummangali kunye/okanye nomntu/umntu othenjiweyo ngenyaniso (i-confidant) angakhetha ukulibhekisa kuNqununu ukuze kuqhutyekekwe nophando nentshukumo.

vii. Kwimeko apho athe wakhetha ukungaligqithiseli ityala kwiNqanaba lesi-3, kufuneka abonelele ummangali ngezizathu ezibhaliweyo.

8.3 INQANABA LE-3: ISIKHALAZO ESISESIKWENI

i. Isikhalazo singonyuselwa siye ngqo kuNqununu kungakhange kuqalwe ngenkqubo yoNgenelelo Lokubuyisela uBume beZinto, ukuba ubungqongqo kunye neemeko ziyakuvumela oku. Indlela engenye yeyokuba, ummangali angagqithiselwa kuNqununu xa ummangalelwa ethe wala ukuthabatha inxaxheba kwintlanganiso yoNgenelelo Lokubuyisela uBume beZinto, okanye xa isikhalazo singekasonjululwa emva koNgenelelo Lokubuyisela uBume beZinto.

ii. Xa isikhalazo sigqithiselwe kuNqununu, kuzakulandelwa iiNkqubo zoLuleko, ngokuhambelana neKhowudi yoLuleko yeKholeji iSt Andrews.

iii. IKhowudi kunye neeNkqubo zoLuleko zizakwenza amalungiselelo akhethekileyo ngemiba enobuzaza ephathelele kolu hlobo longquzulwano.

8.4 UKUXELA OKUKHUSELWEYO

1. Isikolo siyawaqonda amalungelo anikwe abafundi ngokunxulumene noMthetho Okhusela iMiba enokuXelwa, olungisiweyo (i-Protected Disclosures Act 26 of 2000, amended) oqulathe uluhlu lweenkcukacha ezithile ezikhuselweyo ngumthetho ukuba zixelwe. ISikolo sizakulihlonipha kwaye silikhusele ilungelo lomfundi lokuba ayixele/ ayityhile imiba elolu hlobo kumntu wesithathu wangaphandle ngenjongo yokubonisa indlela yokuziphatha engekho semthethweni okanye ngenjongo yokuthatha amanyathelo afanelekileyo xa isikolo sithe sasilela ukubabonelela ngokhuseleko olufanelekileyo abo batyhola ngokuba ngamaxhoba ocalucalulo olungalunganga, ngokwentsingiselo equlathwe ngulo Mgaqo-nkqubo.

2. Ngokweenjongo zalo Mgaqo-nkqubo umntu wesithathu wangaphandle uthetha:

   a. Amajelo eendaba, asesikweni nangekho sesikweni
   b. ISebe lezeMfundo, iSebe lezabaSebenzi kunye namanye amaSebe kaRhulumente.
   c. Amagunya olawulo eCandelo leMfundo yaBucala

3. Olukhuseleko luxhomekeke ekubeni:
   a. Izityholo zocalucalulo olungalunganga zisekwe kwinkolelo efanelekileyo nakwi nyani engenamkhethe.

   b. Kuqalwe kuthathwe amanyathelo afanelekileyo ngaphakathi esikolweni ukusazisa ngezityholo zocalucalulo olungalunganga nokusinika ithuba elaneleyo lokuphendula, lokuqonda nelokuziphelisa ezo zityholo zocalucalulo.

8.5 ULAWULO LWESIDIMA SOLUNTU

1. Kubhaliwe ukuba zonke iinkqubo ezisetyenziswe kulo Mgaqo-nkqubo zithatha ngokokuba isidima kunye nokhuseleko lwamacala onke abandakanyeka kolu hlobo lwetyala akhuselwe, ngokokhuseleko loMgaqo-siseko oluthi lunikwe amacala omabini, otyholwa ngokuba lixhoba nabo batyholwa ngokuba ngabenzi bobubi.

2. Ngokubhekisele koku, nokuba zithini na iziphumo zezi nkqubo zingentla isikolo siyakubonelela amacala onke ngenkxaso kunye noncedo olufunekayo ukuze kubuyiselwe ubulungisa kunye nolingano kwintlalo yasesikolweni. Olu ncedo lungaquka ukuqhubeka nokufumana iinkonzo zeengcebiso, okanye nokuba loluphi na olunye uhlobo longenelelo olufanelekileyo olunoncedisa ukubuyisela ubume bezinto.

9. IMIBA EYIMFIHLO

1. ISikolo sizakwenza konke okusemandleni ukuqinisekisa ukuba zonke izikhalazo ezibhekisele kucalucalulo olungalunganga ziphathwa ngendlela ezakuqinisekisa ukuba ababandakanyekayo bugcinwa buyimfihlo.

2. ISikolo kufuneka sizabalazele ukuqinisekisa ukuba ikhona imfihlo kwintlanganiso yoluleko.

10. ISIBONELELO SOHLOLISISO LWALO MGAQO-NKQUBO KUNYE NEENQKUBO ZAWO

Uhlolisiso lwalo Mgaqo-nkqubo kunye neenkqubo zawo lungenziwa qho ngeminyaka emithathu kwenziwe utshintsho olufanelekileyo ukuba kuyimfuneko.

6 eyeThupha 2019
MP