



UNIVERSITY  
OF  
JOHANNESBURG

## CHARTER FOR THE COMMITTEE FOR PEOPLE WITH DISABILITIES

### 1. PREAMBLE

The University of Johannesburg is committed to providing equal university education and training opportunities to all people. The governance of support for people with disabilities is undertaken by the Committee for People with Disabilities. This Charter is informed by the Code of Good Practice on the Employment of People with Disabilities (issued in terms of section 54(1) (a) of the Employment Equity Act of 1998 and published in Government Gazette no. 23718 of 19 August 2002).

### 2. NAME

The name of the committee is the Committee for People with Disabilities, hereafter referred to as the PWDC.

### 3. STATUS

The PWD Committee is a Committee of the Management Executive Committee (MEC) hereafter referred to as the PWDC.

### 4. MISSION AND GOAL(S)

The PWDC functions in accordance with the vision, mission, strategic goals/thrusts, core values of the University, the principles of corporate governance, the legal and management framework of the University, the national legal framework and imperatives related to people with disabilities, with specific reference to:

- 4.1 Culture of transformation with specific reference to employees and students with disabilities;
- 4.2 Facilitate equal opportunities and accessibility for employees, students and visitors with disabilities.

### 5. COMPOSITION

The PWDC consists of the following:

- 5.1 The Deputy Vice-Chancellor: Strategic Services (Chairperson);

- 5.2 Executive Dean nominated by MECA;
- 5.3 Executive Directors:
  - 5.3.1 Academic Development and Support;
  - 5.3.2 Human Resources;
  - 5.3.3 Library Information Centre;
  - 5.3.4 Operations;
  - 5.3.5 Student Affairs;
  - 5.3.6 Sport;
- 5.4 One SRC representative nominated by the UJ-SRC;
- 5.5 One member of each recognised trade union nominated by the respective trade unions;
- 5.6 One employee with disabilities nominated by Human Resources and appointed by MEC;
- 5.7 Co-opted members as the CPWD deems fit.

## **6. FUNCTIONS**

The functions of the PWD Committee are the following:

- 6.1 Development of a Strategy for People with Disabilities (employees, students and visitors) including equity targets for people with disabilities, for recommendation to MEC and Council;
- 6.2 Policy formulation, monitoring and revision;
- 6.3 To facilitate the exercise of the rights of people with disabilities;
- 6.4 To facilitate the advocacy and establishment of support groups for students/employees with disabilities;
- 6.5 To ensure that the voice of the disabled is heard;
- 6.6 To determine through consultation the types of disabilities that can be fully accommodated and appropriately resourced in the academic programmes of the University;
- 6.7 To initiate partnerships with other higher education institutions and external role-layers to maximise opportunities for people with disabilities;
- 6.8 Analyse national and international trends to ensure a “fit-for-purpose” social, physical, working and learning environment for the disabled.

## **7. SCOPE OF AUTHORITY**

The PWDC has no decision making authority. It makes recommendations to MEC, Senate, and/or Council for consideration.

## **8. FINANCIAL MANAGEMENT**

The PWDC has no financial responsibilities.

## **9. MEETING PROCEDURE AND REPORTING**

- 9.1 The PWDC has at least four (quarterly) ordinary meetings per academic year, on dates determined in advance by the Chairperson and is reflected in the University’s Year Programme;

- 9.2 The Chairperson may invite persons who are not members to attend meetings, provided that they may participate in discussions but may not participate in decision-making;
- 9.3 The University Secretariat acts as secretariat of the meeting and administers meetings in accordance with the University Rules;
- 9.4 A quorum of a meeting consists of no less than fifty per cent plus one of the total members of the PWDC;
- 9.5 Decision-making is primarily based on the principle of sufficient consensus;
- 9.6 When a matter is brought to vote, a simple majority of those voting must vote in favour of the proposal/resolution for it to be carried;
- 9.7 The Chairperson has, on any matter, a deliberative vote and, in the event of an equality of votes, also a casting vote;
- 9.8 Minutes of the meeting are circulated to members of the committee and approved at the next PWDC meeting;
- 9.9 The Office: People with Disabilities, the Human Resources Division and the Physical Support Services Division report annually via the PWDC to the Management Executive Committee on the position of students and employees with disabilities at the University. Regular reports are also submitted to Senate and to Human Resource Committee of Council on matters related to People with Disabilities;
- 9.10 If the membership of a member of the Committee terminates for any reason before the expiry of the period for which the member was appointed, a successor for the remaining period is appointed/elected;
- 9.11 Members of the committee subject themselves to such educational information programmes to update members on relevant issues as the Chairperson deems fit.

## **10. TERM OF OFFICE (LIFESPAN) AND DISSOLUTION**

- 10.1 The members of the ELG serve by virtue of their office;
- 10.2 The term of office of members nominated/appointed is for a period of three years;
- 10.3 Student members of the Committee remain members for the term of office determined by the UJ-SRC when they were elected, provided that membership ceases automatically when a student member ceases to be a registered student or a member of the UJ-SRC;
- 10.4 The Committee may be dissolved by MEC.

Approved by Senate on 14 May 2007

Amendments approved by MEC on 20 July 2010.

Amendments aligned with UJ Statute approved by MEC 22<sup>nd</sup> of February 2011

Amendments approved by Management Executive Committee 29 November 2011

Amendment approved by MEC on 25 March 2014