

WOMEN'S UNIVERSITY IN AFRICA



Addressing Gender Disparity and Fostering Equity in University Education

CODE OF CONDUCT FOR COUNCIL MEMBERS

The Council of Women's University in Africa is the highest governing organ of the University. As the supreme governance structure it is proper that its membership be expected to observe basic rules of good conduct. This code of conduct is intended to provide a guide for proper governance of the University as well as promote its prestige in the community of institutions of higher learning in Zimbabwe, Africa and internationally. In carrying out its obligations, Council is guided by the values enshrined in the Constitution of Zimbabwe.

1. CORE PRINCIPLES

1.1 Selflessness

Members must act in the best interests of the University and must not improperly seek or accept any financial or other advantage for themselves or people closely related with them.

1.2 Integrity

Members must not allow themselves to be placed in a situation where their integrity or independence could justifiably be called into question.

1.3 Accountability

Members are accountable for their conduct, and should be prepared to justify their conduct.

1.4 Openness

Members should be open about their decisions.

1.5 Conflict of Interest

Members must disclose any personal interest that they may have regarding any matter that may come before the Council meeting and abstain from discussion, voting or otherwise influencing a decision on any matter in which they have or may have such an interest.

1.6 Leadership

Members should lead by example through acting in good faith, responsibly, with due care, competence and diligence, without allowing their independent judgment to be subordinated.

1.7 Equality and Diversity

Members must comply with best practice on equality and diversity issues and promote compliance by others.

1.8 Respect

Members should follow the principles of mutual respect in all their dealings and be prepared to accept that others may have equally strong views in good faith that differ from their own. Council members should treat colleagues with respect and not engage in any behavior towards other members or staff which might reasonably be interpreted as discriminatory, bullying or harassment.

2. APPLICATION OF THE PRINCIPLES

2.1 Representation of Constituencies

Members are representatives not delegates. Members should strive to represent their constituencies' interests, keep them informed and be reasonably accessible to them.

2.2 Collegiality

Members should recognize that decisions with which they disagree may be made by a majority of the Council. Members may dissent, but should not seek to frustrate the implementation of decisions properly reached.

2.3 Roles of Members and Staff

Members must recognize that staff are part of a line management structure responsible to the Vice Chancellor for the implementation of Council decisions, and not to individual Council members. Members must not place staff in any position where this principle might be compromised.

2.4 Confidentiality

Council members must take all appropriate steps to safeguard information given to them in confidence or which otherwise comes into their possession in circumstances where confidentiality arises. For the avoidance of doubt, it is permissible for such information to be given to another Council member (unless that member has a conflict of interest which would prevent her having access to the information).

2.5 Standards of Debate

Members must uphold high standards of courtesy and respect in Council debates.

2.6 Regulatory Matters

When dealing with regulatory matters, members should bear in mind the primacy of the public interest and strive to ensure that their decisions on such matters cannot be legally challenged.

2.7 Financial Matters

Members should deal responsibly and prudently with financial matters, particularly proposals for expenditure.

2.8 Use of Members' Services

Members must not seek any preferential treatment when using services provided by the University generally for Council members or other persons.

2.9 Gifts and Hospitality

Members must not accept gifts or hospitality where this might cause their integrity to be questioned.

2.10 Attendance at Meetings

Members should commit themselves to attending Council and other meetings, unless prevented by compelling personal or professional reasons, and should seek leave of absence from Council meetings only where this is absolutely necessary.

2.11 Speaking for the University

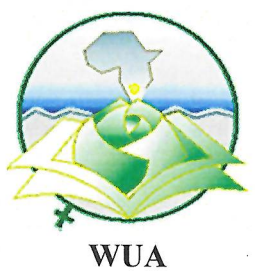
Members must not represent themselves as speaking officially for the University when this is not the case, and should take care to avoid as much as possible being placed in a position where they might be misrepresented as speaking for the University.

2.12 Relationship with Media

Members must refrain from making statements to the press or media relating to the proceedings of the committee without first having obtained the approval of the Chairperson. Only the Chairperson of Council, or a person delegated by the Chairperson may speak on behalf of Council.

2.13 Complaints against a Member

Any complaint against a member under this code will be referred to the Executive Committee (EXCO) of Council. The EXCO will appoint a sub-Committee which will investigate the complaint and report back to it. The EXCO will then recommend a sanction Council.

Document Name	Code of Conduct for Council Members	
Version Reference	1.0	
Document Owner	Registrar	
Council Chairperson's Name	Rachel Chibaya	
Date of Approval	04/08/2023	
Signature	<i>R. Chibaya</i>	
Review Date		