



UNIVERSITY OF THE
WITWATERSRAND,
JOHANNESBURG

POLICY DOCUMENT

SAFEGUARDING POLICY¹

Version Control

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Policy Title	Safeguarding Policy
Policy Officer	The Deputy Vice-Chancellor: People, Development and Culture
Date Approved	
Date Effective From	

¹ Acknowledgements:

Parts of the content contained in this Policy have been drawn from best practice and commonly used/general principles relating to Safeguarding

1. PREAMBLE

The University has a legal, social, and ethical responsibility to safeguard against risk to children, at-risk adults, and its own students and staff on its precincts and online. Given that the University engages with children, youths and at-risk adults through its teaching, research, and outreach programmes, from time to time, the University is committed to ensuring the safety and wellbeing of these individuals and of the University community in so far as it is reasonably possible. The University has accordingly adopted a number of policies and processes to do this.

The purpose of this Safeguarding Policy is to provide a framework in order to highlight the mechanisms that the University has in place to protect Vulnerable Persons, and to ensure that affected persons are aware of the University's commitment to safe-guarding and to record the recourse available should the need arise. To this end, we note that in instances where the University's policies and processes apply to students and staff in the main, the principles of those policies and processes will extend to other Vulnerable Persons insofar as may be appropriate.

2. DEFINITIONS AND INTERPRETATION

At-risk adults	Persons over the age of 18 who are considered 'at-risk' or 'vulnerable' to mistreatment, abuse, neglect, or exploitation due to their circumstances, including but not limited to mental or other disability, age, illness, and/or who are unable to protect themselves from such harm.
Children	All persons under the age of 18
University community	Includes all University staff and students
University contractors	Includes all University service providers, agents and contractors
University Staff	means a person employed by the University on a full-time continuous, part-time continuous, full-time fixed period, or part-time fixed-period contract of employment. For the purposes of this Safeguarding Policy, University Staff includes sessional appointees, visiting professors, honorary professors, and post-doctoral fellows.
University Student	means a registered student at the University, including visiting students, exchange students, students conducting research under the supervision (or joint supervision) of the University, PhD candidates, and teaching, research and graduate assistants.
Vulnerable person(s)	Means children, at-risk adults, and staff and students who may be exposed to risk due to their circumstances.

3. OBJECTIVES AND PRINCIPLES OF SAFEGUARDING

The University aims to provide a safe environment for staff, students and for persons who participate in the activities of, or at the University. The University specifically commits to protecting Vulnerable Persons against violence, exploitation, and abuse. To prevent abuse and neglect from occurring and to ensure that the Vulnerable Persons are protected from harm, it has adopted the principles of safeguarding set out below:

3.1. EMPOWERMENT

This principle entails participation, informed consent, and empowering Vulnerable Persons to make their own choices, insofar as may be appropriate. In the case of Children and/or mentally impaired persons, this principle applies to the guardians of such persons. A Vulnerable Person is empowered to make an informed decision by being given all relevant information in an objective and accessible manner, tailored to their specific needs, where appropriate. Vulnerable Persons are given an opportunity to raise their thoughts, feelings and opinions. The University has a responsibility to ensure that the Vulnerable Person understands the consequences of their

participation in their engagement with and at the University.

3.2. PREVENTION

Given the nature of the harm that this Policy is aimed at mitigating against, it is paramount that measures are put in place to prevent the potential harm from materialising. Signs of harm must be recognised and there must be awareness amongst the University Community and Vulnerable Persons about the potential risks of these harms and how they impact Vulnerable Persons. Preventative measures include the University's policies, rules, procedures, codes of conduct, as well as the laws of the country. Where any member of the University community engages, interacts, or works with Vulnerable Persons, they must be aware of the needs of the Vulnerable Persons and the requirement to ensure that action is taken to avoid putting Vulnerable Persons in any danger.

3.3. PROPORTIONALITY AND RISK ASSESSMENT

As with all harm and risk, the mechanisms used to mitigate against them should be in proportion to the harm or risk itself. To determine whether the response is proportionate to the harm or risk, the relevant unit responsible for engaging with Vulnerable Persons must, where appropriate carry out a risk assessment. The Registrar's Office will develop a protocol which sets out what this risk assessment should entail and where and how it should be lodged. This protocol once finalised will form an Annexure to this Policy.

As a starting point, and if it is appropriate and would effectively address the harm or risk, the least intrusive method should be initiated.

3.4. PROTECTION

The overarching objective of safeguarding is embodied in the principle of protection. To protect Vulnerable Persons, the University must ensure its community, staff and students are aware of the vulnerabilities of Vulnerable Persons and how to prevent harm or risk from materialising. Depending on the vulnerabilities of the persons involved, the University has various policies and procedures in place and through this framework policy and the relevant initiatives enables University-wide awareness and an understanding of the need and process required to report and address a risk, in the interests of protecting the Vulnerable Persons.

3.5. PARTNERSHIP

The University is committed to collaborating with relevant organisations and local communities in developing the risk assessment referred to in Section 3.3 above and/or any other suitable mechanisms to ensure that there is awareness and an understanding of the requirement of safeguarding Vulnerable Persons. These partnerships also allow for Vulnerable Persons to know how they are protected within the University context. Within the University itself, there is a collaborative and collective responsibility to safeguard Vulnerable Persons, across various offices and divisions, including the departments and role players within the People, Development and Culture; Systems and Operations; Research and Innovation; Student Affairs; Registrar, Employee Relations, Occupational Health and Safety and Legal Services portfolios.

3.6. ACCOUNTABILITY

Everybody within the University Community is responsible for safeguarding Vulnerable Persons. Failure to comply with this responsibility constitutes a breach of the University's policies, including this Safeguarding Policy, and in some circumstances may constitute misconduct and may amount to a breach of the laws of the country. The University's policies set out the consequences for non-compliance, including the appropriate disciplinary action.

4. MANAGING AND IMPLEMENTING THE OBJECTIVES AND PRINCIPLES OF SAFEGUARDING

The University embodies the above safeguarding principles across its faculties and departments through its various rules, regulations, policies, procedures, standing orders, mechanisms, and protocols, as may be amended from time to time. A detailed list of the roles of these departments and the applicable policies or procedures which set out how members of the University Community are required to manage and implement the University's safeguarding requirements and principles are recorded in Appendix A to this Policy. The University policies referenced in this document are accessible online, or are available from the office of the Registrar, upon receipt of a written request.

The Registrars contact details appear below:

Ms Carol Crosley

Email: carol.crosley@wits.ac.za

5. EFFECTIVE DATE OF POLICY

This policy will come into effect on **XXXX 2023**.

6. MANAGEMENT OF POLICY

The Senior Deputy Vice-Chancellor: People, Development and Culture is responsible for the review of this Policy, as may be required. Each SET member is responsible for ensuring that a suitable governance and management framework is in place in respect of safeguarding in line with this Policy, by reviewing policies, practices and processes under their management and control and updating them in line with the principles set out in this Policy.

A.	Policies and procedures with a safeguarding impact under the office of the Deputy Vice-Chancellor: People, Development and Culture	Description of the policy or procedure purpose and objective in relation to safeguarding	Responsible Office / Department Contact Details
1.	Anti-Discrimination Policy and Procedure	<ul style="list-style-type: none"> - Prohibit unfair discrimination, based on, but not limited to, race, gender identity, sexual orientation, nationality, conscience, and beliefs. - Prevent and eliminate any conduct of unfair discrimination by any member of the University community against another. - Provide guidance on the procedure, the responsibilities, and the obligations of the University community to promote equality in the University. - Establish appropriate and accessible interventions for staff and students to address allegations of unfair discrimination. 	<p>Transformation and Employment Equity Office Director: Ms Bernadette Johnson Tel: 011 717 1461 Email: Bernadette.johnson@wits.ac.za</p> <p>Gender Equity Office Director: Ms Charlene Beukes-Mabaso Tel: 011 717 9792 Email: charlene.beukesmabaso@wits.ac.za</p>
2.	Prevention and Eradication of Bullying Policy	<ul style="list-style-type: none"> - Promote ethical, respectful, responsible, and diligent conduct of members of the University community in pursuit of democratic values of human dignity, equality, and freedom enshrined in the Constitution of South Africa and the institutional values of professionalism, ethical behaviour, respect, diversity, and compassion. - Ensure that complaints are properly and confidentially received, recorded, dealt with, and analysed centrally to ensure that the University deals properly and consistently with bullying and has full records. Similarly, the University will manage service-level agreements with service providers to achieve this purpose. - Maintain a healthy balance between the lawful use of power, freedoms expressed in the Higher Education Act (as amended), and the rights and responsibilities of students and staff as defined in the University's Code of Conduct and prevailing legislation. 	<p>Transformation and Employment Equity Office Director: Ms Bernadette Johnson Tel: 011 717 1461 Email: Bernadette.johnson@wits.ac.za</p>
3.	Disciplinary Code and Procedures for Employees	<ul style="list-style-type: none"> - It is the responsibility of University management to maintain discipline in the workplace. - The Disciplinary Code and Procedure outlines the 	<p>Human Resources Senior Director: Dr Kgomotso Kasonkola Tel: 011 717 1401</p>

		procedure/s which will be followed when dealing with employee misconduct, and the possible consequences of misconduct for employees.	Email: kgomotso.kasonkola1@wits.ac.za Employee Relations Director: Ms Betina Fleming Tel: 011 717 1513 Email: betina.fleming@wits.ac.za
4.	Grievance Policy and Procedures	- The Grievance Procedure provides a mechanism through which staff can raise concerns about feelings of injustice arising from any measure or situation that concerns the relations between employer and employee or that affects or may affect the conditions of employment.	Human Resources Senior Director: Dr Kgomotso Kasonkola Tel: 011 717 1401 Email: kgomotso.kasonkola1@wits.ac.za Employee Relations Director: Ms Betina Fleming Tel: 011 717 1513 Email: betina.fleming@wits.ac.za
5.	Complaints Policy and Procedures	- The Complaints Procedure provides a mechanism through which staff can raise concerns about any dissatisfaction or feeling of injustice in connection with an employee's work or employment situation where there are no established legal rights at issue	Human Resources Senior Director: Dr Kgomotso Kasonkola Tel: 011 717 1401 Email: kgomotso.kasonkola1@wits.ac.za Employee Relations Director: Ms Betina Fleming Tel: 011 717 1513 Email: betina.fleming@wits.ac.za
6.	Policy on Declaration of Interests	- The Policy on the Declaration of Interests requires all staff members to declare financial and personal interests which may present actual or potential conflict to the discharge of their roles within the University. - Regulate any actual or potential conflicts of interest in relation to romantic and sexual relationships not prohibited in terms of C2016/611 Document 20.	Human Resources Senior Director: Dr Kgomotso Kasonkola Tel: 011 717 1401 Email: kgomotso.kasonkola1@wits.ac.za Gender Equity Office Director: Ms Charlene Beukes-Mabaso Tel: 011 717 9792 Email: charlene.beukesmabaso@wits.ac.za

7.	Code of Conduct	<ul style="list-style-type: none"> - This document reflects the core values of the University including what ethical and respectful conduct encompasses. 	<p>Human Resources Senior Director: Dr Kgomotso Kasonkola Tel: 011 717 1401 Email: kgomotso.kasonkola1@wits.ac.za</p> <p>Employee Relations Director: Ms Betina Fleming Tel: 011 717 1513 Email: betina.fleming@wits.ac.za</p>
8.	Issue Escalation Protocol within the University	<ul style="list-style-type: none"> - This document provides for the process of escalating operational concerns within the line management functions of the University. 	<p>Human Resources Senior Director: Dr Kgomotso Kasonkola Tel: 011 717 1401 Email: kgomotso.kasonkola1@wits.ac.za</p> <p>University Registrar Ms Carol Crosley Tel: 011 717 1202 Email: carol.crosley@wits.ac.za</p> <p>Dean of Students Mr Jerome September Tel: 011 717 9102 Email: Jerome.september@wits.ac.za</p>
9.	Policy on the Workplace Inclusion of Employees with Disabilities	<ul style="list-style-type: none"> - The Policy recognises the historical marginalisation of persons with disabilities in South Africa and affirms the need to implement appropriate measures to redress the inequalities and disadvantages created by prejudice and discrimination, thereby contributing to a democratic vision of respecting the human rights of all employees. - The University acknowledges that the employment of persons with disabilities will affirm their human rights to fair labour practice, open, inclusive and accessible work environments, 	<p>Human Resources Senior Director: Dr Kgomotso Kasonkola Tel: 011 717 1401 Email: kgomotso.kasonkola1@wits.ac.za</p> <p>Disability Rights Unit Head: Dr Anlia Pretorius Tel: 011 717 9151 Email: anlia.pretorius@wits.ac.za</p>

		equality and dignity, as well as contribute immensely to the enrichment of workforce diversity and enhancement of a culture of inclusivity within the University.	
10.	Policy and Disciplinary Procedure on Sexual and Gender-Related Misconduct	<ul style="list-style-type: none"> - Provide a framework for responding effectively to complaints of sexual or gender-related misconduct. - Provide appropriate support to victims wherever sexual or gender-related misconduct takes place, either within or outside the University environment, and in relation to South African society more broadly. - A complainant-centred approach is followed to support complainants without compromising the rights of respondents. 	Gender Equity Office Director: Ms Charlene Beukes-Mabaso Tel: 011 717 9792 Email: charlene.beukesmabaso@wits.ac.za
11.	Policy on Sexual and Romantic Relationships between Staff and Undergraduate and Honour Students	<ul style="list-style-type: none"> - Prohibits staff members from having abusive romantic or sexual relationships with undergraduate and honours students, addressing abuse of institutional power by established academics or professional and administrative staff members who initiate sexual relationships with undergraduate and honours students. 	Human Resources Senior Director: Dr Kgomotso Kasonkola Tel: 011 717 1401 Email: kgomotso.kasonkola1@wits.ac.za Gender Equity Office Director: Ms Charlene Beukes-Mabaso Tel: 011 717 9792 Email: charlene.beukesmabaso@wits.ac.za
B.	Policies, procedures and committees with a safeguarding impact under the office of the Deputy Vice-Chancellor: Research and Innovation	Description of the policy, procedure or committee purpose and objective in relation to safeguarding	Responsible Office / Department
1.	Research Integrity Guidelines and Procedures	<ul style="list-style-type: none"> - The procedures relate largely to the process of applying for ethics clearance for human and animal spheres of research. 	Research and Innovation Office Director: Dr Robin Drennan Tel: 011 171 1254 Email: robin.drennan@wits.ac.za

2.	Animal Research Ethics Committee (AREC)	- All research and teaching activities involving animals under the auspices of the University of the Witwatersrand, Johannesburg requires ethics clearance from the AREC.	Research and Innovation Office Director: Dr Robin Drennan Tel: 011 717 1254/ 011 717 1408 Email: robin.drennan@wits.ac.za
3.	Biobank Ethics Committee (BEC)	- Reviews all applications for the establishment of biobanks and all research using tissue samples and / or associated data from approved biobanks.	Research and Innovation Office Director: Dr Robin Drennan Tel: 011 717 1254/ 011 717 1252 Email: robin.drennan@wits.ac.za
4.	Clinical trials	- All clinical trials need to pre-approved before commencement.	WHC Admin Supervisor Jennifer Bryce-Borthwick Tel: (011) 274-9278 Email: jbryce@witshealth.co.za
5.	Human Research Ethics Committee – medical	- All research activities under the auspices of the University requires ethics clearance for research involving human participants. If the proposed research is done at a medical facility (hospital or clinic, etc.) with/out medical professionals then an application for ethics clearance must also be submitted.	Research and Innovation Office Director: Dr Robin Drennan Tel: 011 717 1254/ 011 717 2656 Email: robin.drennan@wits.ac.za
6.	Human Research Ethics Committee – non-medical	- All research activities under the auspices of the University of the Witwatersrand requires ethics clearance from the HREC (non-medical) if it involves human participants; and if the research includes social, educational and/or psychological behaviour or perceptions, personal data required by an institution.	Research and Innovation Office Director: Dr Robin Drennan Tel: 011 717 1254/ 011 717 1408 Email: robin.drennan@wits.ac.za
C.	Policies, procedures and offices with a safeguarding impact under the office of the Deputy Vice-Chancellor: Systems and Operations	Description of the policy, procedure or office purpose and objective in relation to safeguarding	Responsible Office / Department
1.	Campus Protection Services is available 24 hours Monday to Sunday through its emergency contact numbers.	- The safety and security of Wits staff, students and visitors is of paramount importance to the University. - Campus Protection Service is responsible for ensuring the safety and security of the University community and visitors and maintaining a safe and secure environment on the	Campus Protection Service Director: Mr. Gary Kruser Tel: 011 717 1853 Email: gary.kruser@wits.ac.za

	In case of emergency, Campus Protection Service uses the WITS MySOS service through which emergency response can be activated.	<p>University's precincts.</p> <ul style="list-style-type: none"> - Campus Protection Services utilises CCTV coverage and security officers on patrol. Mobile vehicle patrols are onsite and all University campuses to ensure the safety and security of University Community. - Other services that are provided to the University Community include: - Wits MySOS (an application available to students to obtain assistance in emergency situations.) - Assistance for staff and students, such as escorting students on campus, and to their residences. 	<p>24 hours Operational Rooms contact numbers:</p> <p>Joint Operation Centre (JOC) Tel: 011 7171828 East Campus Tel: 011 717 6666/74444 West Campus Tel: 011 717 1842 Health Sciences Tel: 011 717 2222/ 2232 Education Campus: Tel: 011 717 3340 Management School: Tel: 011 717 3589 External Office Tel: 011 717 6192</p>
2.	Acceptable Use Policy (ICT)	<ul style="list-style-type: none"> - This policy sets out the rules governing the use of the University's Information and Communication Technology (ICT) systems and services going out from or entering into the University computer network. 	<p>Chief Information Officer Dr Stanley Mpofu Tell: 011 717 1662 Email: stanley.mpofu@wits.ac.za</p>
3.	Occupational Health and Safety Environmental Policy	<ul style="list-style-type: none"> - This Policy ensures that the University commits itself to ensuring the health, safety and welfare of all staff, students, contractors, service providers and visitors in its precincts. - The University has a duty to comply with legislation and regulation governing occupational health and safety. 	<p>Occupational Health, Safety and Environmental Management Professor Ian Jandrell Tell: 011 717 1121 Email: ian.jandrell@wits.ac.za</p>
D.	Policies and procedures with a safeguarding impact under the office of the Senior Deputy Vice-Chancellor: Academic	Description of the policy or procedure purpose and objective in relation to safeguarding	Responsible Office / Department
1.	Rules for Student Discipline	<ul style="list-style-type: none"> - The Rules for Student Discipline should be read in conjunction with the University Code of Conduct (refer to E1). - The Purpose of these Rules is to outline the various powers vested in officials of the University and external persons to whom powers of student discipline are delegated. - The Rules should be interpreted in accordance with the principle of consistency as an element of fairness and equity must be applied to ensure that like cases are treated alike. 	<p>Legal Services Operations Manager: Mr Nkosinathi Mavimbela Tell: 011 717 1307 Email: Nkosinathi.mavimbela@wits.ac.za</p> <p>Director: MsTasneem Wadvalla Tell: 011 717 1243 Tasneem.wadvalla@wits.ac.za</p>
2.	General Rules	<ul style="list-style-type: none"> - The rules contained in this section are the General Rules of 	University Registrar

	Rule 6.6 (under General Rules)	<p>the University and apply to all students. There are also specific rules for each Faculty, which are subordinate to the General Rules.</p> <ul style="list-style-type: none"> - On registering at this University, the student bears the responsibility of ensuring that s/he is familiar with the rules applicable to her/his registration. - Where students present with issues of ill health, such as mental illness, these matters are referred to Legal Services to intervene in accordance with Rule 6.6 of the General Rules. - Rule 6.6 empowers the University to refer students for examination by a health practitioner and, in appropriate circumstances, to place limitations on the students access to the University. 	<p>Ms Carol Crosley Tel: 011 717 1202 Email: carol.crosley@wits.ac.za</p> <p>Legal Services Director: Tasneem Wadvalla Tel: 011 717 1243 Tasneem.wadvalla@wits.ac.za</p> <p>Operations Manager: Mr Nkosinathi Mavimbela Tel: 011 717 1307 Email: Nkosinathi.mavimbela@wits.ac.za</p>
E.	Policies and procedures with a safeguarding impact under the office of the Registrar	Description of the policy purpose and objective in relation to safeguarding	Responsible Office / Department
1.	University's Code of Conduct	<ul style="list-style-type: none"> - The Code of Conduct reflects the core values of the University and should be read in conjunction with the Rules for Student Discipline of the University. The conduct of each student is important for sustaining a safe environment conducive to freedom of enquiry and the search for knowledge and truth. 	<p>University Registrar Ms Carol Crosley Tel: 011 717 1202 Email: carol.crosley@wits.ac.za</p>
2.	Integrity Hotline Procedure	<ul style="list-style-type: none"> - The Wits Integrity Hotline, is a facility within the University. - Any persons may call the Wits Integrity Hotline to report or disclose irregular conduct related to the business of the University. - The integrity hotline line allows for anonymous reporting/ disclosure. 	<p>COMPLAINT / QUERY RECEIVED BY PHONE Tel: 082 938 4569 Email: Wits.integrity@wits.ac.za</p>
F.	Policies, procedures and units with a safeguarding impact under the office of the Dean of Students	Description of the policy, procedure or unit purpose and objective in relation to safeguarding	Responsible Office / Department
1.	Student Grievance Undergraduate Procedure: Academic Matters	<ul style="list-style-type: none"> - To provide a process that enable students to lodge a grievance should they wish to raise complaints in specific instances where they feel their rights may have been violated. 	<p>Escalation protocol:</p> <ul style="list-style-type: none"> - School (Head of School) - Faculty (Assistant Dean/Dean)

	Student Grievance Undergraduate Procedure: Administrative Matters	<ul style="list-style-type: none"> - Grievance pertaining to administrative processes relating to the below-mentioned service departments should initially be raised with the relevant Head of the Department.: - Fees Office and Financial Aid and Scholarship Office (FASO) (Chief Finance Office) <p>Disability Rights Unit, Campus Housing and Residence Life, Student Representative Council (SRC), Counselling and Careers and Development Unit (CCDU) and Campus Health and Wellness (Student Affairs Office)</p>	<p>- Senior Deputy Vice-Chancellor: Academic</p> <p>Escalation protocol:</p> <p>Fees Office: Ismail Soobader Tel: 011 717 1531 Email: Ismail.Soobader@wits.ac.za</p> <p>FASO: Charlene Timmerman Tel: 011 717 1071 Email: Charlene.Timmerman@wits.ac.za</p> <p>Both offices escalation point: Senior Manager: Ms Amanda Kort Tel: 011 717 1501</p> <p>Chief Financial Officer: Ms Maureen Manyama Tel: 011 717 1137 Maureen.Manyama@wits.ac.za</p> <p>Relevant Head of Department</p> <p>Escalation point: Dean of Students: Mr Jerome September Tel: 011 717 9102 Email: Jerome.september@wits.ac.za</p>
2.	Grievance Policy for Postgraduate Students	<ul style="list-style-type: none"> - The University acknowledges that the concerns and problems of postgraduate students are often different from those of undergraduates. The University thus commits itself to instituting just and effective procedures for addressing the grievances of its postgraduate students. 	<p>Escalation protocol:</p> <ul style="list-style-type: none"> - School (Head of School) - Faculty (Assistant Dean/Dean) - Deputy Vice-Chancellor: Research and Innovation
	Administrative Matters	<ul style="list-style-type: none"> - See protocol above on F1 	Escalation protocol: See above F1

3.	Student Crisis Line Procedure	<ul style="list-style-type: none"> - The Wits Student Crisis Line and App are available 24/7/365, for confidential crisis/counselling, toll free from anywhere in South Africa, to all Wits students. - Students are assisted by counsellors for a wide range of personal, psycho-social, emotional, and mental health difficulties. 	<p>Head of Department CCDU: Ms Anne Lunskey Tel 011 717 9140. Email: anne.lunsky@wits.ac.za</p> <p>Crises line details: For emergency counselling via telephone please contact the Wits Student Crisis Line 0800 111 331 (toll free 24/7/365).</p>
4.	Counselling Services	<ul style="list-style-type: none"> - Students are offered counselling support in unit /online, for a wide range of mental health related issues, by psychologists and social workers. - Individual, group counselling and crisis counselling are provided free of charge to students. - Referrals are made as necessary, for psychiatric assessment, support for students in need of psychiatric intervention. - Students at risk are assisted in accessing psychiatric assistance /hospitalization. - A crisis protocol is followed in support of students at risk. 	<p>Head of Department CCDU: Ms Anne Lunskey Tel 011 717 9140. Email: anne.lunsky@wits.ac.za</p>
5.	<p>Campus Health and Wellness Centre Medical emergency</p> <p>HIV & AIDS Policy for the University of the Witwatersrand, Johannesburg</p>	<ul style="list-style-type: none"> - The Campus Health and Wellness Centre is the first port of call for responding to medical emergencies on campus. This includes paramedics to respond to emergencies, stabilization at the clinic, and referrals for further medical attention to appropriate off-campus services. - The policy aims to mainstream HIV & AIDS initiatives by locating them within both the healthcare and human rights paradigms and through actively employing education and advocacy programmes to rid the campus of stigma and discrimination associated with or directed towards any members of the community living, working and engaging with HIV & AIDS and/or doing any form of HIV & AIDS care and research. 	<p>Head of Department (Campus Health & Wellness): Mr. Tshidiso Ntshabele Tel: 011 717 9111 / 011 717 9118 Email: tshidiso.ntshabele@wits.ac.za</p>

	<p>Psychiatric Services</p> <p>Student Pregnancy Policy</p>	<ul style="list-style-type: none"> - A psychiatric nurse is also available for consultation at the Campus Health and Wellness Centre. The psychiatric nurse is further supported by a part-time psychiatrist. - The policy provides a framework for support of pregnant students. 	
6.	<p>Disability Rights Unit (DRU)</p> <p>Students with Disabilities Policy</p>	<ul style="list-style-type: none"> - The DRU is a support unit that is committed to working towards the goal of creating an equal, accessible and welcoming environment for all students and staff with disabilities. - It endeavours to make the learning and working experience a rewarding and enriching. Pledge to create awareness of the issues and abilities of people with disabilities amongst the Wits community. - To provide a support framework/ policy for students with disabilities. - The University aims to remove or limit the barriers to participation for students with disabilities. In this regard the University ensures that knowledge production, transfer and dissemination that support the advancement and empowerment of persons with disabilities are reflected in its academic, research and social engagement plans. 	<p>Disability Rights Unit Director: Dr Anlia Pretorius Tel. (011)717-9151 Email: anlia.pretorius@wits.ac.za</p> <p>Dean of Students Mr Jerome September Tel: 011 717 9102 Email: Jerome.september@wits.ac.za</p>
7.	Counselling and Careers Development Unit	<ul style="list-style-type: none"> - The CCDU provides students with a range of supportive and empowering services available in unit/online. - Services include Therapy services (individual/group), Career counselling and Graduate Recruitment services, Advocacy for mental health and social justice, Capacity building for staff and student cohorts in students support, mental health. - Collaborations and partnerships with internal and external stakeholders are essential to enhanced student outreach, depth of advocacy reach, capacity building and visibility of services. 	<p>Head of Department CCDU: Ms Anne Lunskey Tel 011 717 9140. Email: anne.lunskey@wits.ac.za</p> <p>Dean of Students Mr Jerome September Tel: 011 717 9102 Email: Jerome.september@wits.ac.za</p>

RISK ASSESSMENT PROTOCOL TO BE INSERTED ONCE FINALISED