



# DIE AFRIKAANSE PROTESTANTSE AKADEMIE

(Association incorporated under Section 21)

Registration number: 2002/031756/08

Registered with the Department of Education as a private higher education institution under the Higher Education Act, 1997

**Registration Certificate No. 1999/HE08/001**

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## INSTITUTIONAL POLICY ON STAFF EQUITY

Policy Owner	Board of The APA
Responsibility	Quality Commissioner and Quality Committee
Status	Approved
Dates of amendments	2012, 2016
Review date	2020

## **STAFF EQUITY POLICY**

### **1. INTRODUCTION**

As a responsible employer the APA recognises the need for a policy on staff equity to ensure appropriate focus, engagement and inclusion of all sections of society. The APA acknowledges the responsibility to accept people regardless of gender, race, sexuality, religion, marital status, political affiliation and/or disabilities and to integrate them in the workplace as productive and viable human resources.

### **2. LEGISLATIVE BACKGROUND**

Various government policy documents and legislation make it clear that discrimination on the basis of gender, race, sexuality and/or disability, violates the right to equality.

The Employment Equity Act 95 of 1998 as amended (EE Act), the APA will continue to work towards providing a more inclusive work environment.

The purpose of the EE Act is to achieve equity in the workplace by promoting equal opportunity and fair treatment in employment through the elimination of unfair discrimination.

### **3. IMPLEMENTATION**

Equity appointments are made on the basis of available qualified applications.

The recruitment, admission and appointment of any staff member must be in line with the stipulations of the South African Constitution. It is the policy of the Akademie not to unfairly discriminate against any applicant or staff member in terms of the following:

- Discrimination against a staff member on account of race, gender, ethnic/social origin, color, sexual orientation, age, disability, religion, marital status, language, beliefs, political affiliation, family responsibility, pregnancy or intended pregnancy are unconstitutional.
- Discriminatory language should be avoided at all times.
- The staff requirements must be spelled out to justify prerequisites or qualifications needed for enrollment.
- Staffing selection and recruitment should be done in an open fashion in places where no person from a particular group is excluded.

### **4. ACCESS**

In case of disability, reasonable access should be provided to all facilities of the APA and the necessary support should be given by colleagues, administrative and support staff and students should also be encouraged to support staff and students with disabilities.