

23 June 2016

Racism must fall

Prof Norman Kemp provided a presentation to the local TURC on the subject on 22 June 2016. Some solutions were suggested:

Don't harbour stereotypes and prejudices; Be humble; Don't see yourself as better than others; Don't treat others as if they are inferior; Respect everyone you deal with and deal with them with dignity; Before seeking retribution in race related incidents, try placing yourself in the other party's shoes; Be careful of what you think, what you say and what you do; Be cautious of what you post on social media; Welcome opportunities to mix with people from other races to create an understanding of their culture and circumstances; Do not judge people—accept everyone unconditionally, warts and all; Do not make yourself guilty of any “isms” - e.g. sexism, racism, ageism, etc.



How does one deal with allegations?

If you have been falsely accused, you may wonder: How serious are the charges? What am I supposed to do?

You may feel angry and helpless. The new 'normal' that we've been faced with can be daunting. It seems like nothing is the same as in the past. Everything has changed. Be careful with what you say, when you say it and how you say it. Sprinkle those words with salt. Think before you react. Rather ask for time-out and get your emotions under control before you react. And if you are accused of doing something, follow the following steps in dealing with the allegation/s:

| | Possible answers or actions required |
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| STEP 1 How did I become aware of the allegation? | Media/FB/NMMU Soapbox/ER/verbal |
| STEP 2 Determine seriousness of allegation | Disciplinary action/Criminal/racial undertone/sexual in nature/defamatory/libellous/Insulting/offensive |
| STEP 3 Are you guilty or not? | Be honest with yourself/Is it necessary to make an apology? |
| STEP 4 Document what has happened | Pen down every small detail of what you can remember of the incident/or prepare docs in a bundle if in electronic format |
| STEP 5 Compile a list of possible witnesses | Make a list |
| STEP 6 Know your rights | Scrutinize NMMU policies or procedures that speak to what you've been accused of |
| STEP 7 Accept that the allegation has been made/ deal with emotions and put it aside | Accept that you've been hurt/divorce your emotions from what has happened/deal with it systematically and clinically |
| STEP 8 Focus on dealing with allegations | Ask for advice/be prepared to follow advice |
| STEP 9 Prepare | Speak to someone you trust/ go to your union/your line-manager |

He who alleges, must also prove