

## L KLAZINGA'S RESPONSES TO 18 UNIVERSITY ALLEGATIONS

1. Work-related issue - SRC: What is this based on? Where is their proof? Between 2009 – 2011, the SRC Liaison absconded and the financial officer was investigated for mismanaging funds. As Line manager I dealt with both issues. This contributed to strained relations with certain members of the SRC. Former SRC President & current SRC Liaison Eric Ofei to testify on my behalf detailing working relationship. I wasn't charged with anything at the time. In 2011 I was tasked with Harassment which used to reside with then Deputy DoS Tshidi Hashatse and newly appointed Roger took over the SRC which used to reside with me. Roger requested the SRC as he said he wanted more hands-on experience with students. We swapped responsibility areas. *Quid pro quo*. I was awarded a Merit award in 2010 and 2011 for excellent job performance.
2. Israel-related issue: Yes, I placed a pro-Israel poster in my door. Yes, I wore an IDF T-shirt to work. I had been wearing shirts from Israel to work for years, including an IDF shirt, an IDF Navy t-shirt and a hoodie with a star of david and 'am yisrael chai' in hebrew on the front. The 1st objection to this form of dress was raised during IAW 2012 and I immediately stopped wearing them.
3. Israel-related issue: The notice was sent at 18h53 on 15 February and was posted to studentzone within 24 hours. Web management makes up a fraction of my workload and since the original message was sent after-hours the failure of their event seems to have more to do with a lack of planning than a lack of advertising.
4. Israel-related issue: I have not spoken on the issue on campus or during working hours or at a Rhodes event in 18 months. What I do/believe in my personal capacity relates to my constitutional rights and their instruction limiting my constitutional rights is unlawful.
5. Israel-related issue: No indication of which students and staff are 'alienated' is given. This relates directly to witch-hunt started by IAW supporters in 2012 and which was reported to HR in March of that year. There was a series of emails dating from 2012 exhorting IAW supporters to gather evidence of my 'wrong-doing' and send it to Hussein Badat.
6. Homophobia: Dean of Students refused to provide name of witness to inappropriate behaviour. She was also unable to provide time or date of alleged offensive behaviour.
7. Israel-related issue: Any and all materials sent about IAW were loaded within 24 hours or less. I expressed my discomfort with loading material that I considered to be biased produced by an organisation whose claims border on anti-Semitism but as per instruction I loaded it all. Webpage logs and email correspondence show this.
8. Israel-related issue: IAW was not budgeted for as it is not a DoS awareness week. I objected to its polarising nature. I expressed these two reservations directly to my line-manager.
9. Israel-related issue: I did not design the posters. I did not print them and I did not put them up. I was aware of their production. They were investigated by an independent Rhodes Fairness Forum and it was decided that there was no charge to answer as they are covered by freedom of speech.
10. Israel-related issue: I would argue that the university's conduct towards me and other staff members and students who hold Zionist beliefs have damaged the university's reputation.
11. Israel-related issue: There is nothing in my job description requiring political neutrality and Rhodes has no policy addressing staff political affiliation. I repeatedly asked for clear written guidelines and the Dean of Students refused to provide them.

12. Israel-related issue: I was unaware that the university was above criticism. I met with members of the SAJBD in April and detailed university-sponsored anti-Israel activities for a confidential report. This report was leaked to the media. It was not leaked by me.
13. Israel-related issue: Due to on-going threats from the Dean and Deputy Dean of Students about pending disciplinary action, beginning in March of 2013, my mental and physical health began to decline and I was booked off work due to work-related stress and anxiety for a period of 12 days. This impairment resulted directly from the actions of my line managers and is covered by sick notes. I have not exceeded my sick leave allocation and still have 20 days owing.
14. Work-related issue – O-Week: All relevant o-week material that I was charged with completing was edited and updated and sent to Veronica Daniels at Graphics for lay-out on or before 27 Nov, well before I left for Europe. Vivian de Klerk also had all the relevant material but her poor knowledge of excel made it difficult for her to tell the difference between the correct spreadsheet I sent to Veronica and a later, incorrect one. Veronica has submitted relevant documentation in support.
15. Work-related issue – Webpage: I liaised directly with the webunit re: the DoS webpage for which Selene Walters and I share joint responsibility and met with Nimo several times. I was not included in meetings discussing the new DoS webpage with Communications and the new page layout was constructed solely by the webunit. I have numerous emails documenting my communication with Nimo. The DoS webpage is one of several pages out of date due to lack of capacity in the webunit. The studentzone page which I am tasked with updating is one of the most frequently-updated pages on the RU site.
16. Work-related issue – Prosecutors: This is false. Explained process by which mediation was embarked on in email to DoS on 20 March. I told RU prosecutors that line manager R Adams was aware of process and he supported it. This is not the 1st time that RU prosecutors have 'mis-remembered'. Another example would be the Reporting Officers meeting of 2nd Semester 2012 when they said one thing in the meeting and another afterward. After that incident Ms Smailes supported my version of events and clarified the matter with Roger Adams.
17. Work-related issue – improper conduct: *This is the only thing that is true and I admit that I shouldn't have raised my voice during the discussion with the student at the time.* Matter resulted in written warning in 2011. Since that is longer than 12 months ago, no longer admissible. Also worth mentioning that Roger Adams supported my actions and submitted his written support for consideration at the time. Good working relations between myself and the student continued after the altercation in question.
18. Work related issue – violence: totally baseless allegation. If I manhandled a student why wasn't I charged with assault? I told a student in front of others that they were wearing the wrong t-shirt. I never touched the student at all and in fact offered her mine.