



RHODES UNIVERSITY

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HUMAN RESOURCES DIVISION

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7 June 2013

Miss Larissa Klazinga

Dean of Students Division Rhodes University GRAHAMSTOWN

Dear Miss Klazinga

I write to inform you that the Vice Chancellor has established a Staff Investigating Committee to enquire into your lack of capacity as a Student Services Officer and a Warden of the University. The hearing will be convened on the **14th of June 2013 at 09h00** in Room 225, Main Administration Building, and will be chaired by an independent Staff Investigating committee. This Committee consist of three individuals, the Chair being external to Rhodes University. I wish to stress that this is not a disciplinary hearing but an incapacity hearing and will be convened in terms of Annexure B of your conditions of service.

The allegations of incapacity which have been preferred against you are *inter alia* the following:

- 1) You have caused considerable discomfort to student leaders in the SRC from time to time;
- 2) Your behaviour has been inappropriate and you have worn Israeli Military gear to work, occasionally, which is inappropriate;
- 3) You have been obstructive in regard to displays on the Student Zone website;
- 4) You have displayed partisan and polarising stands in your position as Student Services Officer, which is inappropriate;
- 5) You have often been aggressive and uncompromising with students, to the detriment of the good reputation of the University;
- 6) You have behaved in a sexually provocative manner in public;
- 7) You have been grossly insubordinate in not following instructions by your supervisor relevant to your political activities;
- 8) You have failed to ensure that your position at the University should be one of neutrality as far

as political issues are concerned;

- 9) You have taken extended periods of sick leave which has caused disruptions within the Division;
- 10) You have failed to conduct yourself in a more becoming manner as requested of you by the Dean of Students;
- 11) You have failed to complete the necessary planning for orientation and instead went abroad;
- 12) You have failed to liaise properly with the Communications Division of the University, with the consequence that the website is not satisfactory;
- 13) You have had poor relations with the University prosecutors;
- 14) You have been untruthful with the Head of Division;
- 15) You have been found guilty of improper conduct, badgering, and failure to follow a lawful instruction.

The following issues will be canvassed at the hearing and I wish to confirm that the list is not exhaustive but an indication of your lack of capacity:

1. From 2009 to 2011 you caused considerable discomfort to student leaders in the SRC resulting in the change of your job profile;
2. In 2012 you behaved inappropriately in response to the Israeli Apartheid Week in displaying a pro-Israeli sticker on your door and on occasion wearing Israeli Military gear to work;
3. On or about the 15th of February 2012 you acted in an obstructive manner by delaying the request for a display of an IAW Notice on the students zone website;
4. You have been repeatedly cautioned by your supervisor on the 4th of September 2012 and on the 15th of April 2013 of your partisan and polarising stands which place the Division in disrepute;
5. You have repeatedly been cautioned by your supervisor to be less aggressive and not to alienate students and staff of the University;
6. In late 2012 you and your partner engaged in very public and sexually provocative behaviour whilst walking down High Street, Grahamstown, placing your Division in disrepute;
7. In 2013 you indicated that you were incapable of putting the Notice of the IAW onto the student zone as this violated your religious convictions;
8. You took exception at the offer of modest financial assistance that was extended to the IAW organisers from the Office's Awareness campaigns budget;

9. You actively opposed the IAW group when you distributed posters relevant to this issue, despite warnings from our superior;
10. Your conduct and attitude in regard to the IAW has damaged the image and reputation of the Dean of Students Division on or about April 2013;
11. You have failed to take heed of your public stance in regard to the Israeli/Palestinian issue when your position requires you to be neutral as far as political associations are concerned;
12. You have criticised the University, and in particular, the Dean of Students Division relating to the Israeli/Palestinian debate, such criticism, placing the University and the Division in disrepute and impairing the dignity of the University and the Division;
13. You have taken extended periods of sick leave when confronted with serious issues, the most current being the 25th -31st of May 2013;
14. In December 2012 you left on a trip to Europe before completing the necessary planning for orientation;
15. You have repeatedly found difficulties in liaising with the Communications Division during 2012, and as a result, the website is not satisfactory;
16. You lied to your Head of Division in regard to a disciplinary matter involving Mr Barker and Mrs Driver, this amounting to gross misconduct;
17. You were found guilty of improper conduct, badgering, and a failure to follow a lawful instruction in regard to a group of Christian students who wished to have a slot at the Rhodes Truth Commission;
18. During 2012 you "manhandled" a student, very aggressively, during the silent protest event.

You are required to attend the incapacity hearing. Should you so desire you may be assisted by a representative in presenting evidence to refute the University's allegations. This representative may be a shop steward or any other person of your choice, including a person who has some legal training, or expertise.

However, you are cautioned that your representative, whoever it may be, must be available to represent you at the time set down for the hearing and at any postponements and that the non-availability of your representative for any cause shall not generally be a ground for the postponement of the incapacity hearing.

Should you wish to call any witness(es) in refuting the University's allegations, please advise me before the hearing and also make sure that they are present at the hearing.

Enclosed please find copies of documents which will be utilised at the incapacity hearing and if you should require any other documents, relevant to this matter, you are please to contact me without delay.

Yours sincerely

A handwritten signature in black ink, appearing to read 'S. Fischer', written over a horizontal dashed line.

SARAH FISCHER
DIRECTOR OF HUMAN RESOURCES

Copy: Dr de Klerk