



1/30/2025

Dear UJ Colleague,

UJ is committed to raising its ethics performance. An important part of this process is to create an ethical culture. If we base what we do on integrity and ethical behaviour, we will build and protect our reputation.

If we have a good reputation, we will attract and retain talented employees and gain the trust of donors/sponsors, suppliers, students and their parents, the community and other stakeholders. It is only through a strong ethical foundation that the university can grow and maintain its reputation. We conducted an independent ethics opportunity and risk assessment during 2018. To gain an understanding of the **current** UJ ethics profile, we will repeat this process, which will start in February 2025 and continue in the 2nd quarter of 2025. The results will assist us in managing ethics properly.

Some of you will be invited to attend either a **personal interview**, **group interview** or an **ethics risk identification workshop** where you will have the opportunity to understand our ethics profile. Thereafter, all of you will have the opportunity to respond to an **online survey** where you can share your opinions of UJ's ethics.

Please note the following:

- The Ethics Institute (TEI) has been tasked to conduct the Ethics Opportunity and Risk Assessment in the institution. TEI is an **independent organisation** that specialises in organisational ethics.
- TEI has skilled facilitators who will conduct the interviews.
- The information that you provide during interviews will be treated with the **strictest confidentiality. Your identity will not be revealed.**
- Your personal views on ethics will **not** be assessed.
- The assessment is not an investigation but merely a survey.
- **Feedback** on the institution's ethics profile will be presented to senior members of leadership structures and thereafter to all employees.



Please make your contribution to building an ethical institution by participating in the interviews and survey.

I will do the same!

Yours sincerely,

A handwritten signature in black ink that reads "Mpedi".

Letihokwa Mpedi

Vice-Chancellor and Principal

