

# **KUMASI TECHNICAL UNIVERSITY**



## **DRAFT POLICY**

*on*

**GOVERNANCE, INCLUSIVENESS, ACCOUNTABILITY,  
CORRUPTION, JUSTICE, AND TRANSPARENCY**

*in line with*

**SDG 16: PEACE, JUSTICE, AND STRONG INSTITUTIONS**

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## **1.0 INTRODUCTION**

Kumasi Technical University (KsTU) is committed to promoting sustainable development through effective governance, inclusivity, justice, and transparency. This will ensure peaceful and inclusive societies, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels in alignment with Sustainable Development Goal 16 (SDG 16). The Sustainable Development Goals ("SDG") are the blueprint for achieving a better and more sustainable future for all because they address the global challenges we face, including poverty, inequality, climate change, environmental degradation, peace and justice.

Without peace, justice, and strong institutions, achieving objectives such as ending poverty, ensuring education, or promoting economic growth will remain difficult, if not impossible. On the other hand, truly peaceful and just societies, based on the rule of law and with effective, accountable, and inclusive institutions, can protect human rights and drive forward truly sustainable development.

This policy is framed in alignment with Sustainable Development Goal 16, which focuses on promoting peaceful and inclusive societies for sustainable development, providing access to justice for all, and building effective, accountable, and inclusive institutions at all levels.

## **2.0 OBJECTIVES**

- i. Promote effective governance by ensuring accountable, transparent, and inclusive decision-making processes.
- ii. Enhance inclusivity by fostering a diverse and inclusive community where everyone is treated with respect and equality.
- iii. Ensure justice by upholding the principles of fairness and justice in all university operations and interactions.
- iv. Maintain transparency by committing to openness and clarity in all university dealings and communications.

### **3.0 SCOPE**

This policy applies to all Kumasi Technical University community members, including students, staff, faculty, and administrators.

## **4.0 GUIDING PRINCIPLES**

- i. **Equality and Non-Discrimination:** The university upholds the principles of equality and non-discrimination in all operations, ensuring fair treatment for all individuals regardless of their background, identity, or beliefs.
- ii. **Access to Justice:** The university is committed to promoting access to justice for all members of its community, ensuring that legal rights and remedies are accessible and affordable to all, regardless of socio-economic status.
- iii. **Rule of Law:** The university recognises the importance of the rule of law in maintaining peace and stability and commits to upholding legal norms and principles in its governance and decision-making processes.
- iv. **Transparency and Accountability:** The university promotes transparency and accountability in its operations, fostering a culture of openness, integrity, and responsibility among its staff, students, and stakeholders.
- v. **Good Governance:** The university strives to cultivate good governance practices, including effective leadership, participation, and representation, to build strong and inclusive institutions that serve the interests of all members of the university community.



## **5.0 GOVERNANCE STRUCTURE**

The University's governance structures, processes, and requirements are addressed through the University Statute. Statutes 9, 10, 11, 12, and 13 focus on the University Council as the highest governing body and its requirements, such as membership and elected representation. Closely followed by the Council is the Academic Board, and Statutes 43 and 44 deal extensively with it. The Student Representative Council and the Graduate Student's Association are the highest student governance structures at the University and are active across all facets of student life. Their activities are informed by the institutional policies on student life.

- **The University Council**

The University Council is the governing body and is responsible for its overall strategic direction and for managing the finances, property, and affairs generally, including the employment arrangements for all staff.

1. The University Council shall foster an environment that promotes peace, justice, and strong institutions, aligned with the principles of Sustainable Development Goal 16 (SDG 16), the Governing Council shall create a transparent, accountable, and inclusive governance structure that supports academic excellence, social responsibility, and equitable opportunities for all stakeholders.
2. The University Council shall establish clear governance structures with defined roles and responsibilities and

- ensure leadership accountability through regular performance evaluations and feedback mechanisms. It shall foster a culture of ethical leadership and integrity.
3. It shall implement transparent and participatory decision-making processes to ensure that all stakeholders have opportunities to contribute to decisions affecting the University. All documents and publications emanating from the Council shall share decisions and the rationale behind them.
  4. The Governing Council shall ensure compliance by adhering to national and international laws and regulations and establish oversight bodies to monitor compliance and governance practices. It shall also conduct regular audits and reviews of university operations.
  5. The Council shall adopt policies and implement strategic actions to address the SDGs. In addition to quality in education and research, these policies should target gender equality, appropriate environmental management on campus, moving towards a carbon-neutral university, cooperating with the local communities to promote sustainable goals, building a culture for responsible consumption and production, and making room for minorities and disabled citizens.
  6. The Councils' policies on the University transportation shall be geared towards electric vehicles. The Council shall renovate all buildings to achieve high energy efficiency and the University to become energy producers instead of energy consumers.

7. The Council shall incorporate in its annual reports its advocacy role in working with governments, civil society, and market forces to eliminate corruption in all its forms and strengthen the rule of law in the jurisdictions where it serves and operates.
8. The Council shall establish an Ethics and Integrity Committee composed of faculty, students, and external experts in ethics and law to promote ethical behaviour and address issues related to misconduct and corruption. The committee shall develop and enforce a university code of ethics, investigate misconduct allegations, recommend actions, and conduct training and awareness programs on ethics and integrity.
9. The Council shall ensure the development of the following policies to guide the Management in the running of the University:

**(a) Anti-Discrimination Policy**

To prohibit discrimination based on race, gender, sexual orientation, disability, religion, or any other characteristic, establish a complaint mechanism and provide support for affected individuals.

**(b) Transparency and Accountability Policy**

To ensure that all major decisions and financial transactions are documented and accessible to the university community, regular audits are conducted, and annual reports are published.

**(c) Inclusive Participation Policy**

To Create platforms for stakeholder engagement in decision-making processes and ensure

representation of marginalised groups in all governance bodies.

**(d) Conflict Resolution and Mediation Policy**

Establish a mediation centre to address conflicts within the University community, provide conflict resolution training, and promote dialogue and understanding of culture.

**(e) Human Rights Policy**

Human rights education should be incorporated into the curriculum and awareness campaigns promoted to protect all university members' rights and freedoms.

**(f) The governing Council shall implement governance practices that ensure peace, justice, and strong institutions within the university community. It shall uphold the highest standards of integrity, promote inclusive decision-making, protect human rights, and contribute to developing a peaceful and just society.**

• **Academic Board**

Kumasi Technical University is dedicated to advancing human rights, peace and social justice, conflict resolution, and global citizenship through research, education, and outreach. To this end, the Academic Board, the second-highest decision-making body of the University shall:

1. Comprise elected faculty members, student representatives, and administrative staff to govern academic policies, programs, and standards.

2. Approve new academic programs and curriculum changes, ensure academic freedom and integrity, and promote research and innovation aligned with social justice and sustainability.
3. Endeavour that courses such as Human Rights and Global Justice are incorporated into current and future curriculums.
4. Spearhead the organisation of some activities, including a colloquium on Human Rights and Global Justice, Economic and Environmental Justice, Peace Education, and the role of international organisations and standards in the quest for peace and justice to discuss the actual implementation of national and international human rights norms.
5. Ensure that departments integrate peace, justice, and strong institutions into its curriculum across disciplines and offer specialised courses, workshops, and seminars on topics related to SDG 16.
6. Support and fund research initiatives that address issues of peace, justice, and strong institutions and encourage interdisciplinary research collaborations that contribute to SDG 16.
7. Develop community outreach programs that promote peace and justice by encouraging students, faculty, and staff to volunteer and participate in initiatives to strengthen community institutions.
8. Establish a task force or committee dedicated to overseeing the implementation of SDG 16 initiatives and regularly review and update university policies to ensure alignment with SDG 16.

- **Student Representative Council**

Kumasi Technical University (KSTU) takes great pride in fostering a vibrant and inclusive campus environment. To ensure that students have a prominent voice in shaping their academic journey and university life, the Act created the University's Student Representative Council (SRC) and the Graduate Student Association (GRASSAG). This SRC/GRASSAG comprises elected representatives the student body chooses through annual voting. The SRC is vital in promoting student welfare, enhancing campus experiences, and bridging the communication gap between students and the university administration. The existence of a Student Representative Council and the democratic election of representatives underscore KSTU's commitment to student empowerment and engagement. Among others,

1. The elected student representatives must comprise students from diverse backgrounds and disciplines.
2. The elected representatives should advocate for their fellow students, voicing their concerns, needs, and ideas to the University administration.
3. The Student Council members must work to enhance student welfare by addressing accommodation, facilities, and campus safety issues.
4. The representatives shall liaise between the student body and the University administration, facilitating open communication and dialogue.
5. The Student Council shall organise and support various campus events, ensuring a vibrant and engaging university experience. It shall also promote

- student engagement through clubs, societies, and extracurricular activities, fostering a sense of belonging.
6. Student Council members shall collaborate with faculty and staff to address academic concerns and improve the learning environment.
  7. The representatives can propose policy recommendations that align with student interests and aspirations.

## **6.0 INCLUSIVITY**

The University shall promote inclusivity and ensure that all members of the university community, including students, faculty, staff, and visitors, are treated with respect and dignity to foster peaceful and inclusive societies and build effective, accountable, and inclusive institutions.

The University values diversity and strives to create an environment where all individuals feel welcomed, respected, and valued regardless of race, ethnicity, gender, age, disability, sexual orientation, religion, or socio-economic status. Specifically, the University shall:

- (a)** Promote diversity in all activities, ensuring representation of different genders, ethnicities, cultures, and abilities.
- (b)** Ensure social inclusion by ensuring equal opportunities so everyone can achieve their full potential regardless of background. Such efforts include policies and actions that promote equal access to the University's services and enable stakeholders to participate in decision-making that affects their lives.
- (c)** Implement policies and programs to support underrepresented and marginalised groups by providing equal opportunities for all members of the university community.
- (d)** Provide equal access to educational and professional opportunities, ensuring all individuals have the resources and support they need to succeed. It will develop and implement



curricula that reflect diverse perspectives and promote inclusivity. It will also provide support services for students with disabilities and special needs. It shall also encourage and facilitate inclusive research and scholarship.

- (e)** Maintain a safe and supportive environment free from discrimination, harassment, and violence. The University will implement policies and procedures to address and resolve issues promptly and effectively.
- (f)** Ensure its governance structures and processes are transparent, accountable, and inclusive. This includes promoting participation from all university community members in decision-making processes.
- (g)** Ensure that all members of the community have access to fair and impartial mechanisms for addressing grievances and disputes. This includes providing clear procedures for reporting and addressing discrimination, harassment, and other violations of university policy.
- (h)** Engage with local and international communities to promote inclusive practices, collaborate with community organisations to address social justice issues and foster partnerships that enhance the University's commitment to inclusivity.

## **7.0 ACCOUNTABILITY**

Our institution can operate effectively and efficiently in a peaceful environment. We can work effectively with institutions where operating costs are easy to predict and working environments are stable. Responsible practices must be implemented with integrity and professionalism so that additional risks and costs (financial, credit, legal, and reputational risks) can be minimised or prevented for the University itself and the society where these we operate. The University shall strive to ensure the rule of law is never undermined.

The University believes education corruption has immediate economic and social impacts. Economically, one direct result of obtaining degrees and other qualifications based on bribes rather than ability is that unsuitable people are allocated to jobs and positions of authority. At best, talent is wasted, and the potential for development is unrealised, and at worst, financial losses are incurred, and lives and livelihoods are destroyed.

The University is committed to promoting accountability and combating corruption in line with Sustainable Development Goal (SDG) 16: Peace, Justice, and Strong Institutions. SDG 16 emphasises the importance of building effective, accountable, inclusive institutions at all levels.

To complement Ghana's achievement of the ideals of SDG 16, Kumasi Technical University commits to building an

environment where integrity is valued and corruption is rejected.

The University shall ensure that all actions and decisions within the University are transparent and accountable and shall implement measures to prevent corruption and take decisive action against any corrupt practices.

It shall further create an environment where ethical behavior is promoted, and integrity is valued and involve all stakeholders in efforts to enhance accountability and combat corruption. Towards that end, the following shall be pursued vigorously.

- **Scope of Bribery and Corruption**

Bribery and corruption in education involve money or non-monetary advantages. Bribery and corruption may manifest in the following:

- Recruitment and Promotion of staff
- Student Admission
- University's Finances
- University's Procurement
- Manipulation of test scores
- Collusion and manipulation of database and records
- Plagiarism and staff absenteeism
- Undue advantages such as sexual favours

- **General Anti-corruption Measures**

The University shall combat bribery and corruption through:

- redressing cases of reported corruption in a transparent manner
- increasing the cost of violations through more severe punishments for faculty, administrators, staff and students
- strengthening units of accountability such as the Internal Audit Department and the Quality Assurance Directorates
- Facilitate the reporting of incidents of corruption through the provision of complaint and suggestion boxes
- Receiving and processing of information from whistleblowers; and
- protection of the identity of whistleblowers and informants pursuant to the Whistleblowers Act, 2006 (ACT 720)

- **Focal Areas**

Tackling corruption associated with grades and degree processes to ensure the integrity of educational outcomes by ensuring that grades and degrees awarded are merit-based.

These shall be attained through:

- (a)** Strict enforcement of the provisions of the Examination and Assessment Policies.
  - (b)** Strict enforcement of the staff-student relationship provision in the University's Ethics Policy.
  - (c)** Deployment of tamper-free software for the recording of students' examination grades
  - (d)** Identifying and punishing incidents of sex for grades and other unlawful practices.
- Tackling corruption in relation to Staff selection, Promotion and misbehaviour through:
  - (a)** A recruitment process of staff that is transparent and publicised, devoid of cronyism and nepotism.
  - (b)** Open, competitive and merit-based recruitment
  - (c)** Monitoring of staff attendance with tamper-proof cameras or clocking devices
  - (d)** Ensuring staff promotion is merit-based and conforms to the University Statutes and the Appointments & Promotion Policy procedures.
  - (e)** Empowering students to report cases of abuse and corruption.
  - (f)** A staff member may only be sanctioned after due process, which offers him an opportunity to defend himself.
  - (g)** Sanctions for erring staff and students shall follow the University's Statute and relevant policies.

- Tackling corruption in relation to procurement and financing through:
  - (a)** Suppliers shall be selected through open and competitive bidding and other processes in the Public Procurement Act, 2003 (Act 663) as amended.
  - (b)** All payments shall only be made and received at authorised places.
  - (c)** All transactions shall be documented and covered by paper trails.
  
- Tackling corruption in education in relation to student corruption through:
  - (a)** Auditing all students examination scripts by the Quality Assurance Directorate.
  - (b)** Designing and implementing systems that make manipulation of test scores virtually impossible
  - (c)** Facilitating the exchange of knowledge and good practices, including creating a dedicated platform for academics teaching anti-corruption, integrity and ethics.
  - (d)** Teaching and researching anti-corruption, integrity and ethics.
    - i. Encouraging undergraduate students to explore graduate programs that focus on the SDGs (MDP)

- ii. Organising regular public education and awareness programmes on the evils of corruption.

## **8.0 TRANSPARENCY**

The University is committed to transparency and openness in its activities with stakeholders. Corruption is a main cause of inefficiencies in the University because it makes transaction costs uncertain, leading to anti-competitiveness and hampering the University's abilities to develop and comply with human rights and many other obligations.

- (a)** The University shall endeavour to uphold transparency, accountability, and inclusivity in all its operations and decision-making processes in alignment with Sustainable Development Goal 16 (SDG 16), which advocates for peace, justice, and strong institutions.
- (b)** The University is committed to collaborating with all stakeholders, including the Ghana Tertiary Education Commission, the Auditor General's Department, the Public Accounts Committee of Parliament, the Commission on Human Rights and Administrative Justice, the Right to Information Commission, the Labour Commission, the Economic and Organised Crime Office, and others, to ensure that its operations are fair, transparent, and accountable.
- (c)** It shall promote transparent governance by ensuring all University operations are conducted openly and transparently and establish mechanisms that hold the University and its members accountable for their actions and decisions.



- (d) The University shall encourage active participation from all stakeholders in decision-making, including students, faculty, staff, and the broader community.
- (e) The University shall ensure all university communications are clear, accurate, and accessible. It shall also regularly publish reports on university operations, decisions, and financial matters to foster a culture of openness where information is freely shared.
- (f) It shall provide easy access to information for all University stakeholders, maintain transparency in financial management, including budgeting and expenditures, and ensure transparency in procurement and contracting processes.
- (g) It shall also establish mechanisms for regular monitoring and reporting on policy implementation, conduct periodic reviews of transparency practices and policies and involve stakeholders in evaluating the effectiveness of transparency initiatives.
- (h) Three categories of information have been identified as follows:
  - **Public:** Information made available to all stakeholders via forums such as the University website, public documents and advertising materials.
    - (a) **Internal:** Information made available to stakeholders within the University via forums such as the intranet (Microsoft 365), the virtual learning platform and internal newsletters.

- (b) **Confidential:** Information that may be deemed sensitive and, therefore, is only made available to particular groups of stakeholders. This information may also be made available in the wider domain, with some information redacted as appropriate.
- The following areas of transparency shall be adhered to by all staff, faculty, administrators and students:
  - (a) **Openness in Practice:** The University shall act openly and honestly about what it does, how it works and how decisions are made. It shall do these through the publication of an overarching publication scheme, which details all the information that it regularly makes available and the following information shall be on its website:
    - i. The University's Statutes
    - ii. The University's Strategic Plan
    - iii. The University's Annual Financial Statements
    - iv. The University's Annual Report and Performance Review
    - v. The University's Policies and Procedures.
- To ensure open and honest practice, all gifts and hospitality, both given and received by members of the University, shall have a genuine and legitimate purpose, such as promoting the University and establishing good relationships with those with whom the University works. Only small gifts not more than five hundred Ghana cedis (GH ₤ 500.00) in value can be accepted by the staff of the University, and all gifts and hospitality will be transparently documented in the University's Gift Record Book. This shall not apply

to gifts made by external stakeholders to the university directly.

- **Open with Students**

The University shall provide full and clear information to prospective students, current students, and alumni. This includes information about the programmes on offer, the policies and procedures, and the academic regulations that affect them and their studies. It will also provide information on how it spends its income and provide value for money to students. This information is made available via the following:

- **Public Fora**

- KSTU website
- Marketing materials such as the prospectus
- Programme Specification
- Open days

- **Internal forums**

- Student Handbook
- Virtual Learning Environment
- Student Union Representatives on committees

The University shall also offer an Alumni service, whereby alumni who have left the University can stay in touch with the University and participate in events. Alumni students will receive free bi-annual alumni publications and a monthly electronic newsletter.

The University shall operate a clear complaints procedure at the application stage. Once the student has enrolled, these procedures are made available publicly on the website, internally on the intranet, and via the Student Handbook.

- **Open with Staff**

The University shall provide full and clear information to staff on University activities and the policies and procedures that affect their work. These are made available via the following:

1. KsTU's website: This provides a central point of information for staff, including a staff directory, IT guides, HR Policies, and access to strategic documents.
2. Committee decisions and updates: Committee decisions and updates are made available on the University intranet. Staff groups are widely represented on committees, which raise issues through the governance structure and disseminate important news to constituents.
3. HR shall provide policies, procedures, and guidance for staff on the intranet and is available for further consultation as necessary.
4. Virtual Learning Environment: This platform is primarily for teaching staff and provides information such as

detailed programme handbooks and programme specifications. It also provides an interactive forum between staff and students.

5. *Internal Newsletters and Blogs:* Important news and updates are circulated to all staff bi-weekly via a regular University newsletter. Major news is often provided to staff via the Vice-Chancellor's blog.
6. *Convocation:* This meeting is open to university staff, as spelt out in the Statutes, and takes place approximately once per semester. The Vice-Chancellor holds the meetings and provides staff with updates and the latest news.
  - **Open with Regulators:** The University will act openly with its regulators and relevant external bodies, providing information as required and alerting contacts of any issues if necessary. These include the Ministry of Education, the Ghana Tertiary Education Commission (GTEC), and the Commission for Technical and Vocational Education and Training (CTVET).
  - **Open with Stakeholders:** The University will act openly with all its stakeholders to ensure information is available when required. To facilitate communication, key contacts will be arranged for each of these: Suppliers, Agents, Neighbours, Internal and External Auditors, and External examiners.

The University shall apply awareness, understanding, and appreciation of cultural and human differences to personal and professional situations, create and foster inclusive communities, identify and seek to remove systemic barriers to equality and inclusiveness, challenge oppressive systems and behaviours and work to create change.

- **Towards this end, the University shall:**

- a. Submit an annual report to the Auditor General's Department.
- b. Ensure compliance with the applicable provisions of the Public Financial Management Act, 2016 (Act 921) and its regulations.
- c. In conformity with the Right to Information Act 2019 (Act 989), prepare a manual that shall contain:
  - i. A list of departments under the University and a description of the organisational structure;
  - ii. a list of the various classes of information which are prepared by or are in the custody or under the control of the institution;
  - iii. a list of the types of information that may be accessed or inspected free of charge or subject to a fee payable in respect of access to information as specified under section 75 of the Right to Information Act, 2019 (Act 989);
  - iv. the name, address and any other contact details of The University Relations Officer (URO) of the University where a request to access information may be made;

- v. the telephone number, fax, e-mail, postal address and any other contact detail of the information unit in the University where information which is accessible under the Right to Information Act, 2019 or any other enactment can be accessed; and
- d. Generate, process, maintain and preserve information which is accurate and authentic;
- e. Put in place effective arrangements for transparent decision-making and accountability.

## **9.0 JUSTICE**

The University is committed to fostering a just and inclusive environment. This involves ensuring equal access to opportunities, upholding human rights, and maintaining transparency and accountability in all its operations.

- **The University shall:**

1. Promote Access to Justice through:

- (a) Ensuring that all members of the University community have access to fair and impartial grievance and dispute resolution mechanisms.
- (b) Providing legal aid and support services for those who require assistance in navigating legal processes.
- (c) Ensuring fairness in admissions, hiring, promotions, and other university processes.
- (d) Establishing clear, fair, transparent policies for resolving disputes and grievances.

2. Uphold Human Rights through:

- (a) Respecting and protecting the human rights of all individuals within the University community through robust policies and practices
- (b) Implementing policies and practices that prevent discrimination, harassment, and violence.
- (c) Fostering a culture of respect, dignity, and equality.



- (d) Promoting awareness and education on issues of justice and human rights.
- **Ensure Inclusive Participation through:**
  - (a) Encouraging and facilitating the active participation of all members of the University community in decision-making processes.
  - (b) Ensuring underrepresented and marginalised groups have a voice in university governance.
- 3. Build Transparent and Accountable Institutions through:
  - (a) Maintaining transparency in all university operations, including financial management, admissions, and employment practices.
  - (b) Establishing clear accountability mechanisms to address any violations of university policies or ethical standards.
- 4. Promote Peace and Security through:
  - (a) Developing and implementing strategies to prevent conflict and promote a peaceful campus environment.
  - (b) Providing support and resources for conflict resolution and mediation.
  - (c) Providing resources and support for victims of discrimination, harassment, and injustice.
- 5. Curriculum Development through:
  - (a) Developing and offering courses focused on access to justice, legal aid, and human rights.

- (b)** Incorporating clinical programs where students provide legal services to underrepresented communities under the supervision of experienced faculty.
- (c)** Organising workshops, seminars, and public lectures on legal rights and justice issues for students and the community.
- (d)** Partnering with non-profits, government agencies, and other organisations that focus on access to justice to provide students with real-world experience.
- (e)** Offering training and continuing legal education programs to practising lawyers and enhance their skills in serving disadvantaged populations.

## **10.0 IMPLEMENTATION AND MONITORING**

1. By adopting these policies and structures, the University aims to be a model institution that embodies the values of peace, justice, and strong institutions, thereby contributing to a sustainable and just society.
2. By implementing this policy, the University aims to create a welcoming and inclusive environment that supports the well-being and success of all its members, in alignment with SDG 16.
3. The Governing Council shall establish implementation and transparency committees. These committees shall oversee the rollout of governance policies and ensure adherence to SDG 16 principles. They shall monitor progress and report to the Governing Council.
4. Implementation Strategies
  - (a) Information Disclosure
5. The University shall:
  - (a) Publish annual reports detailing financial statements, key decisions, policy changes, and performance metrics.
  - (b) Maintain an up-to-date and accessible online portal where relevant documents, minutes of meetings, and reports are available.
  - (c) Ensure that information is presented in clear, comprehensible language and is accessible to all stakeholders, including those with disabilities.

## 6. Stakeholder Engagement

The University shall:

- (a)** Organise regular forums, town hall meetings, and consultations to engage with students, faculty, staff, and the community.
- (b)** To gather stakeholder input and implement feedback mechanisms such as surveys, suggestion boxes, and online platforms.
- (c)** Ensure diverse representation in governance bodies and decision-making committees.
- (d)** Conduct regular training and awareness programs for students, faculty, and staff on inclusivity, diversity, and anti-discrimination.
- (e)** Provide support services, including counselling and advisory services, to assist individuals who experience discrimination or harassment.
- (f)** Review and update university policies and practices to ensure they promote inclusivity and do not discriminate against any group.
- (g)** Regularly monitor and evaluate the effectiveness of inclusivity initiatives and make necessary adjustments to improve outcomes.
- (h)** Promote inclusivity and diversity beyond the university campus and foster partnerships with external organisations and communities.

## 7. Accountability Mechanisms

The University shall:

- (a) Establish an independent oversight body or committee to monitor and review university operations and decision-making processes.
- (b) Implement regular internal and external audits to ensure compliance with policies and regulations.
- (c) Create clear procedures for addressing grievances and resolving disputes.
- (d) Establish confidential and accessible reporting mechanisms for individuals to report incidents of discrimination, harassment, or other violations of this policy.
- (e) Ensure that all reports are investigated promptly and thoroughly and that appropriate actions are taken to resolve issues and prevent recurrence.
- (f) Hold individuals accountable for their actions and ensure that violations of this policy are met with appropriate disciplinary measures.
- (g) Ethical Standards and Training

8. The University shall:

- (a) Develop and enforce a code of conduct that outlines expected ethical behaviour for all university community members.
- (b) Provide regular training and workshops on ethics, transparency, and accountability for students, faculty, and staff.

- (c)** Establish confidential reporting mechanisms for unethical behaviour or code of conduct breaches.
- (d)** Provide training and development programs for all university members on governance, ethics, and SDG 16 principles.
- (e)** Promote research and collaboration on topics related to peace, justice, and strong institutions.

## 9. Monitoring and Evaluation

The University shall:

- (a)** Conduct annual evaluations of governance practices and engage external auditors to ensure impartiality and thoroughness
- (b)** Set up a system for regularly monitoring and evaluating transparency initiatives and their effectiveness.
- (c)** Report on progress towards transparency goals in the University's annual report.
- (d)** Use findings from evaluations to improve transparency practices continuously.

## 10. Regular monitoring and evaluation will be conducted to assess the policy's impact and effectiveness.

- (a)** Establish channels for anonymous feedback and whistleblowing and regularly review feedback to improve policies and practices.
- (b)** Feedback from the university community will be actively sought and incorporated into policy revisions.

## **11.0 ROLES AND RESPONSIBILITIES**

- **University Management:** The University Management will be responsible for the overall implementation and oversight of this policy. Collaborating with relevant stakeholders, the university administration will develop specific action plans and timelines to ensure effective implementation.
- **Transparency Committee:** A dedicated committee responsible for monitoring compliance, addressing grievances, and recommending improvements.
- **Faculty and Staff:** Expected to adhere to ethical, transparent and inclusive practices in their professional duties and contribute to a culture of openness.
- **Students:** Encouraged to participate in ethical, transparent and inclusive initiatives and provide constructive feedback actively.

## **12.0 REVIEW AND REVISION**

- (a)** This policy will be reviewed every three (3) years or as required to ensure its relevance and effectiveness.
- (b)** Revisions will be made in consultation with stakeholders to address emerging challenges and opportunities and to ensure their effectiveness and alignment with best practices and legal requirements.



## **13.0 CONCLUSION**

Kumasi Technical University is dedicated to fostering an environment of good governance, inclusivity, justice, and transparency. By adopting this policy, Kumasi Technical University aims to contribute to achieving SDG 16 and create a positive and sustainable impact within the University and the broader community. This will enhance trust, foster a positive institutional culture, and contribute to the University's mission of excellence in education, research, and community engagement.