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## **UCT takes formal steps following unacceptable Facebook post**

The University of Cape Town (UCT) became aware this morning of the social media post made by a UCT staff member on his personal Facebook page. This post was shared with several people and soon attracted a negative reaction from different quarters on social media.

On becoming aware of the post, UCT looked into the matter and treated it as urgent. The executive has already met with the staff member. A formal pre-suspension hearing has been called and a formal process to investigate the matter has begun. We have introduced due process to look into the matter and we will ensure the matter is properly investigated and dealt with.

The content of the post is grave, unacceptable and disturbing, and completely out of alignment with UCT values. It is completely understandable that the post has upset people, leading to reactions of pain and offence. This is most regrettable.

UCT has a practice to deal with issues relating to staff in a manner aligned with best practice in human resources policy, following due process in a compassionate manner that allows all who are involved in the process to feel that they are being treated fairly and procedurally, and to access support through the university if it is needed.

***ENDS***

***Issued by: UCT Communication and Marketing Department***

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