






Kirinyaga University

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GUIDELINES	
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KyU is ISO 9001:2015 certified



KIRINYAGA UNIVERSITY
GUIDELINES FOR OPERATIONS IN LINE WITH ARTICLE 10 OF THE CONSTITUTION

1. **PATRIOTISM**- KyU staff and students will observe national days.
2. **NATIONAL UNITY**- KyU staff and students will use English or Kiswahili in curriculum delivery, verbal and written communication.
3. **SHARING AND DEVOLUTION OF POWER** – KyU management shall appoint committees to undertake various tasks and exercise fairness in resource sharing.
4. **RULE OF LAW** - KyU staff and students shall adhere to the code of conduct or rules and regulations respectively.
5. **DEMOCRACY AND PARTICIPATION OF THE PEOPLE** – KyU fraternity may form and participate in activities of trade unions or contest for elective posts where eligible.
6. **HUMAN DIGNITY** – KyU staff and students shall treat all persons with love and respect regardless of their social status, race, gender, nationality, sex, education or religion.
7. **EQUITY** – KyU staff and students shall be reasonable and fair in all their decisions and actions, avoid biasness, favoritism or unjustified preference.
8. **SOCIAL JUSTICE** – KyU staff and students will create an environment based on principles of equality, human rights and that recognize the dignity of every person.
9. **INCLUSIVENESS** –KyU management shall create a sense of belonging to all staff and students through appointment to committees, participation in departmental meetings, games or exchange programs.
10. **EQUALITY** – KyU staff and students have equal rights under the law such as security, voting, freedom of speech, staff and student development, health care and other social securities.
11. **HUMAN RIGHTS** – KyU staff and students shall uphold the right to life, freedom of expression, equality before the law, social security, academic freedom and freedom of scientific research and all other human rights and freedoms.
12. **NON-DISCRIMINATION** – KyU staff and students shall ensure fairness and treat people without discrimination irrespective of their gender, ethnicity, class, religion, race, age, marital status, disability, pregnancy or geographical region.
13. **PROTECTION OF THE MARGINALIZED** –KyU management will create equal opportunities for persons from marginalized areas.
14. **GOOD GOVERNANCE** – KyU staff and students will ensure collective decision-making and implementation of those decisions as well as efficient resource utilization.
15. **INTEGRITY** – KyU staff and students shall be honest and truthful in their actions.
16. **TRANSPARENCY AND ACCOUNTABILITY** – KyU staff and students shall be open and assume responsibility for one's actions.
17. **SUSTAINABLE DEVELOPMENT** – KyU management will ensure continuous development to meet the needs of KyU fraternity without compromising the needs of future generations to meet their own needs.

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