

# MAKERERE

P.O. Box 7062  
Kampala Uganda  
Website: www.mak.ac.ug



# UNIVERSITY

Tel: +256-414-542803  
Fax: +256-414-541068  
Email: vc@mak.ac.ug

## OFFICE OF THE VICE-CHANCELLOR

MAK/VC/1164/22

Tuesday, September 5, 2023

**All Staff and Students**  
Makerere University

**RE: APPOINTMENT OF A MANAGEMENT COMMITTEE TO MEDIATE IN THE COMPLAINT OF INEQUALITY AND LACK OF AFFIRMATIVE ACTION REGARDING BORN-AGAIN STUDENTS AT MAKERERE UNIVERSITY**

Makerere University received a complaint regarding inequality, discrimination, and lack of affirmative action for born-again students logged before the Equal Opportunities Commission (EOC) under Complaint Ref. No. EOC/CR/440/2023. The EOC referred the complaint for interparty mediation between Makerere University and the complainants.

Makerere University is an inclusive institution which upholds the freedom of religion and worship for members of the University Community. Management has taken seriously the allegations of religious inequality and discrimination and has set out to resolve these matters transparently and with the involvement of all stakeholders.

Therefore, the University Management has appointed a committee of eminent scholars, University administrators, and a student representative to mediate the complaint concerning religious inequality and discrimination and offer recommendations for further action by Management and the University Council.

The Committee comprises the following members:

1. **Assoc. Prof. Helen Nambalirwa Nkabala** – Associate Professor of Religion and Peace Studies, Department of Religion and Peace Studies (**Chairperson**).
2. **Assoc. Prof. Sarah Ssali** – Associate Professor of Gender and Women Studies, School of Women and Gender Studies (**Member**).
3. **Dr. Chris Tuhirirwe** – Department of Religion and Peace Studies (**Member**).
4. **Mrs. Winifred Kabumbuli** – Dean of Students (**Member**).
5. **Ms. Faith Tabusa** – Guild Minister for Culture, Mobilisation and Social Affairs (**Member**).
6. **Ms. Ritah Namisango** – Principal Public Relations Officer (**Member/ Secretary**).
7. **Mr. Mark Wamai** – Public Relations Office (**Secretariat**).

The Committee has been tasked with the following Terms of Reference:

1. To mediate with the petitioners in Complaint Ref. No. EOC/CR/440/2023 regarding the alleged religious discrimination of born-again Christians and recommend amicable ways the matter can be settled for further action of the University Management and Council.
2. To investigate the allegations of discrimination, inequality, and lack of affirmative action for born-again Christians at Makerere University and propose corrective actions.
3. To analyse Makerere University stakeholders' spiritual needs and demands and propose mechanisms for accommodating these needs within the University context.
4. To represent the University in further mediations of this matter before the Equal Opportunities Commission.

The Committee will publish its schedule of activities in the days to come. I encourage members of the University Community and other interested stakeholders to share their views with the Committee to ensure a participative resolution of this issue.

***Mathew 18:15-16***



Professor Henry M. Alinaitwe  
**ACTING VICE CHANCELLOR**



c.c. Chairperson of Council  
Vice Chairperson of Council  
Guild President