

Faculty of Commerce

Private Bag X3, Rondebosch, 7701

2.26 Leslie Commerce Building, Upper Campus

Tel: +27 (0) 21 650 4375/ 5748 Fax: +27 (0) 21 650 4369

E-mail: com-faculty@uct.ac.za Internet: www.uct.ac.za

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23rd April 2019

Dr Sianne Alves School of Management Studies University of Cape Town

Dear Dr Alves

REF: REC 2019/000/035

UCT STAFF INCLUSIVITY SURVEY

We are pleased to inform you that your ethics application has been approved. Unless otherwise specified this ethical clearance is valid for 1 year and may be renewed upon application.

Please be aware that you need to notify the Ethics Committee immediately should any aspect of your study regarding the engagement with participants as approved in this application, change. This may include aspects such as changes to the research design, questionnaires, or choice of participants.

The ongoing ethical conduct throughout the duration of the study remains the responsibility of the principal investigator.

We wish you well for your research.

Shandre Swain
Administrative Assistant
University of Cape Town
Commerce Faculty Office
Room 2.26 | Leslie Commerce Building

Office Telephone: +27 (0)21 650 2695 / 4375

Office Fax: +27 (0)21 650 4369 E-mail: sl.swain@uct.ac.za

Website: www.commerce.uct.ac.zahttp://www.commerce.uct.ac.za/