

# THE EDUCATION UNIVERSITY OF HONG KONG

## Diversity and Equal Opportunities Statement

1. The University is committed to promoting diversity and equal opportunities in academic pursuit and employment, and to eliminating any form of discrimination or harassment against staff, students, and other persons who have dealings with the University. Everyone, irrespective of their race, colour, sex, language, religion, political or other opinion, national or social origin, has the right to be respected and be treated fairly. Mutual respect and fair treatment are conducive to the creation of diverse and harmonious learning and working environment. While recognising that promotion of diversity and equal opportunities can enable staff and students to achieve their full potential, we take proactive steps to advocate an equal opportunities campus.
2. The University has zero tolerance for discrimination and harassment. We require all its employees, especially those who hold pedagogic, supervisory or evaluative responsibility, to strictly observe professional conduct at all times and declare conflict of interest where appropriate. They have to take all necessary steps to ensure that any member, employee or student of the University, or any other person who has dealings with the University is not subject to any discrimination or harassment.
3. The Equal Opportunities Policy of the University (“the Policy”) prohibits the following unlawful discriminatory acts in activities conducted in the protected areas namely employment, education and provision of goods, services and facilities. Such acts are unlawful under the anti-discrimination law in Hong Kong. The University will promptly handle any discrimination complaint and where appropriate, discipline staff and students for behaviours which violate the Policy. The unlawful acts under the Sex Discrimination Ordinance, the Disability Discrimination Ordinance, the Family Status Discrimination Ordinance and the Race Discrimination Ordinance are:
  - (a) Sexual harassment
  - (b) Sex discrimination
  - (c) Marital status discrimination
  - (d) Pregnancy discrimination
  - (e) Breastfeeding discrimination and harassment
  - (f) Disability discrimination, harassment and vilification
  - (g) Family status discrimination
  - (h) Racial discrimination, harassment and vilification; and
  - (i) Victimisation
4. The policy also covers complaints concerning sexual orientation harassment, in addition to the 4 anti-discrimination ordinances. Other discriminations and harassments which are not covered under the Policy (for example, discrimination on the ground of age, religion, nationality, social origin and political inclination) will be handled under the staff/student grievance procedures. For enquiries about the Policy and other related matters, please contact our Equal Opportunities and Disability Access Officer, Ms Lanna Lam, at 2948 6012 or [eodao@eduhk.hk](mailto:eodao@eduhk.hk).