

Equal Opportunities Policy

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.
2. Under the anti-discrimination ordinances in Hong Kong, namely the Sex Discrimination Ordinance, the Disability Discrimination Ordinance, the Family Status Discrimination Ordinance and the Race Discrimination Ordinance, the following discriminatory acts are unlawful:
 - (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
3. The University has zero tolerance for discrimination and harassment. All complaints of discriminatory acts will be handled with due care, utmost sensitivity and confidentiality.
4. Any staff member or student who is found to have contravened the Policy may be subject to disciplinary action. Where appropriate, the University may refer the matter to the law enforcement agencies.
5. For complaints against persons who have dealings with the University (e.g. cases on sexual/breastfeeding/disability/racial harassment by workplace participants such as contract workers, interns, volunteers, or service users), the University may take appropriate actions, such as case handling making reference to the Policy or referring the case to relevant organisation.
6. To build an equal opportunities campus free from discrimination and harassment, each of you have a unique and essential role. For the relevant policy documents, please visit www.eduhk.hk/eo_policy.