

# THE HONG KONG UNIVERSITY OF SCIENCE AND TECHNOLOGY

## EQUAL OPPORTUNITIES AND ANTI-DISCRIMINATION POLICY

1. In line with the Strategic Plan as approved by the University Council, the University is committed to creating and maintaining a diverse, inclusive and open learning and working environment in which members of our community including students, faculty and staff are treated with fairness, presented with equality of opportunities, with diversity valued and respected. The University aims to ensure that equality is embedded into its functions, operations and activities. The University opposes, and will proactively challenge and eliminate, any form of discrimination and harassment, prejudices and biases to ensure a level playing field, regardless of any individual characteristics.
2. The University understands inclusion to mean both institutional and individual efforts to foster an environment and culture in which each member would feel valued and respected. It falls on each and every member of the University community to treat one another with dignity and respect, uphold the University's commitment to inclusiveness, and stop all forms of discrimination, harassment or vilification.
3. With the above in mind, the Diversity and Equal Opportunities Committee (DEOC) has been established by the University to, amongst others, oversee matters concerning equal opportunity, diversity and inclusion; cultivate awareness and enhance education on equal opportunity issues; and handle enquiries and appropriate cases of complaints on discrimination and harassment.
4. Enquiries, complaints or requests for assistance on equal opportunities issues may be directed to one or more of the following offices/staff:
  - DEOC (via [coad@ust.hk](mailto:coad@ust.hk)) shall act as the central contact point
  - (for staff) the relevant supervisor(s) or the Diversity and Equal Opportunities (DEO) Resource Person of the School/Department/office/unit; a list of DEO Resource Persons is available on the University's DEO website
  - (for students) the supervisor(s), the relevant DEO Resource Person, Residence Master and/or the Hall Tutor
5. The University has established the [Procedures for Handling Discrimination/Harassment Complaints](#) (the “**Procedures**”) setting out the mechanism for dealing with allegations or complaints covered by the anti-discrimination ordinances of Hong Kong<sup>1</sup>. Other discriminations that are not covered under the anti-discrimination ordinances of Hong Kong will be handled separately if the nature of such complaints falls under other existing procedures, for instance, the “[Regulations for Student Conduct](#)”, the “[Staff Grievance Procedures](#)” or the “[Whistle-blowing Policy](#)”.

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<sup>1</sup> The anti-discrimination ordinances of Hong Kong primarily prohibit discrimination on the grounds of sex (gender), pregnancy, breastfeeding, marital status, disability, family status and race, as well as sexual harassment, breastfeeding harassment and harassment and vilification on the grounds of disability and race.

6. University members who have experienced discrimination or harassment are encouraged to seek support and advice from the persons mentioned in paragraph 4 above. The University respects the personal choice and autonomy of individuals to invoke the formal Procedures, or to choose not to do so. In either case we will provide advice and support as needed, whilst ensuring that all communications are kept confidential to protect their privacy.