

THE HONG KONG UNIVERSITY OF SCIENCE AND TECHNOLOGY(GUANGZHOU)

EQUAL OPPORTUNITIES AND ANTI-DISCRIMINATION POLICY

1. 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 DEOC (deoc@hkust-gz.edu.cn) as the central contact point.
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 relevant laws and regulations¹. Other discriminations that are not covered will be handled separately if the nature of such complaints falls under other existing procedures, for instance, the “Regulations for Student Conduct and Academic Integrity” or “Student Grievance Procedures” .

¹Including Article 1010 of the Civil Code of the People's Republic of China, Article 23,24&25 of the Law of the PRC on the Protection of Women's Rights and Interests, Article 27,28,29&30 of the Employment Promotion Law of the PRC, the Rule of the Special Labor Protection of Female Employees in the Workplace, the Rule for the Elimination of Sexual Harassment in the Workplace, and Rules for Investigation and the Ten Principles of Professional Conduct for College Teachers in the New Era, with reference to Chapter 480 of Sex Discrimination Ordinance of the HK SAR, and taking into consideration the situations of the University.