

# THE CHINESE UNIVERSITY OF HONG KONG

## Diversity & Inclusion Policy

### **Motto**

The motto of The Chinese University of Hong Kong (CUHK) is “Through learning and temperance to virtue” (博文約禮) and is based on the *Analects* of Confucius. The choice of '博文約禮' as its motto signifies that CUHK embraces its foundational values of openness and civility and recognizes our culture of inclusivity.

### **CUHK Core Values and Culture**

#### ***Openness***

CUHK stands for openness. Openness means that we are respecting the inherent and transcendent dignity of all human beings. CUHK as an institution and all members of the CUHK community recognize and celebrate the distinctiveness of every person and group, who are entitled to be who they are regardless of their race, ethnicity, geographic provenance, nationality, gender, sexual orientation, gender identity, age, religion, language, ability/disability, socioeconomic status, and other factors. They enjoy equal opportunities and are entitled to enjoy their freedom of opinion and expression.

#### ***Civility***

CUHK stands for civility. Civility is the manner by which our Principles of Community are actualized in our behavior. In a pluralist community, the flourishing of each individual is possible only when we share mutual respect and reciprocal ethical responsibilities. Civility prescribes empathy and respect for all and proscribes hatred and intolerance. This culture of civility is and must be manifested in the CUHK's shared beliefs, norms and practices, and enforced through its Principles of Community, policies and regulations.

#### ***Inclusivity***

CUHK stands for a culture of inclusivity which is based on the core values of openness and civility. Inclusivity is key for CUHK's academic mission which aims at nurturing great minds and ideas, growing thought leadership and promoting a sense of belonging. Great minds and ideas flourish when the community proactively supports a culture of inclusivity, when members of the community feel safe and encouraged to develop and consider new ideas, when enthusiasm for learning from dissimilar others is fostered, and when the open and frank expression of one's opinion stands at the core of any interaction within the community. Thought leadership grows when CUHK treasures intellectual, social and cultural diversity which enables the exploration of ideas. Finally, a sense of belonging of all members of the CUHK community is the result of respectful, caring and civil interactions for the benefit of everybody's wellbeing.

## **CUHK Principles of Community**

Based on the CUHK core values and culture stipulated above, these Principles of Community set the expectations that all members of the CUHK community have to follow. They are vital for ensuring a safe and welcoming environment for all members of the CUHK community and for serving as a standard for our personal and collective behavior. Everybody who joins the CUHK community does so by choice and, as part of that choice, is expected to observe these Principles of Community.

CUHK and all members of the CUHK community

- commit to fostering academic excellence in an atmosphere of openness, respect, empathy and inclusivity;
- cherish the richness contributed to our community by our diversity and respect individual differences;
- reject all forms of hatred, violence, discrimination, intolerance, harassment and bullying towards individuals or groups based on race, ethnicity, geographic provenance, nationality, gender, sexual orientation, gender identity, age, religion, language, ability/disability, socioeconomic status, and other factors;
- pledge to defend the right to academic freedom, including the right to free speech and free expression, provided that the exercise and preservation of these rights must lie within the bounds of responsibility, integrity, civility and legality.

## **Implementation**

Ensuring equal opportunities, valuing diversity, and promoting a culture of inclusion is vital to the realization of the core values at CUHK and should be pursued in all practices of the university community. CUHK is committed to implement the Principles of Community outlined in this Diversity & Inclusion Policy (the Policy) with the establishment of a consolidated infrastructure. The scope of this Policy, the implementation approach and the infrastructural support are outlined in the Appendix.

## **THE CHINESE UNIVERSITY OF HONG KONG**

### **Implementation of the Diversity & Inclusion Policy**

#### ***Applicability and Scope***

The Policy applies to all members of CUHK, including all staff and students, and those who participate in the activities conducted under the name of CUHK. Members of CUHK should observe the Principles of Community in their acts or speeches within the campus community and in the course of participating in CUHK activities.

#### ***Responsibilities***

The CUHK Administrative and Planning Committee through the Vice-Chancellor has the ultimate responsibility for the interpretation and implementation of the Policy.

All members of CUHK have a responsibility to observe and abide by the Policy and follow the Principles of Community.

A central coordinating unit on Diversity and Inclusion has the responsibility to promote the Policy, coordinate relevant activities, review and promulgate relevant procedures, and redress non-compliance and complaints.

#### ***Implementation Approach***

CUHK adopts a three-pronged approach to implement the Policy – affirmation of core values and equal opportunities, promotion and support, and redress for infringement.

##### **Affirmation of core values and equal opportunities**

CUHK celebrates the differences of its community members, as well as their common interests.

CUHK emphasizes the rights of all members for equal access and opportunities in its educational programmes, facilities, activities and employment, and shall endeavor to provide such rights to all members free from discrimination of any form.

CUHK shall set up programmes to celebrate inclusivity and foster a diverse and inclusive environment for students, staff and visitors/participants of activities that is free from discriminatory acts, sexual harassment, prejudice, hatred, intolerance, harassment and bullying.

CUHK has established the Policy Against Sexual Harassment, Grievance Procedures for Employees, Procedures for Dealing with Student Complaints, the Procedure for Handling Serious Misconduct of Employees and the Whistle-blowing Policy. CUHK shall continue to develop

policies to cover other forms of discrimination (on grounds of gender, disability, family status and race), harassment, hate incidents and use of information communication technology.

### Promotion and support

CUHK shall advocate equity and rights through promotion, education and training of various forms. Successful programmes of the past include respect awareness campaign, promotion of disability awareness, students' cultural exchange on campus and extended learning experience, education on prevention of sexual harassment, and promulgating core values for positive workplace and performance management.

CUHK shall also establish support services to bridge gaps in equal opportunities and to promote diversity. Current services include disability support services for students, various measures to facilitate women and family friendly working conditions, and dedicated handling and counseling for sexual harassment incidents.

### Redress for infringement

CUHK expects all members to abide by the Policy. Restitution and redress will be exercised if and when alleged infringement is reported. Under the Policy, any member has the right to make a complaint free from victimisation or fear of retaliation. CUHK has zero tolerance for any infringement and will handle reports or complaints under the existing procedures (and new ones to be developed) according to the nature of such complaints.

### ***Implementation Infrastructure***

CUHK has established and will continue to enhance an infrastructure to implement this Diversity & Inclusion Policy.

A Diversity and Inclusion Steering Committee will be set up to steer and review the Policy, and to ensure that any action plans derived therefrom are effectively implemented.

A Diversity and Inclusion Office will serve as an executive arm of the Steering Committee to promote and maintain the culture and environment for diversity and inclusion, including handling of complaints. It will work closely with units providing related functions, including Faculties and Academic Units, Colleges, the Office of Student Affairs, the I·CARE Centre for Whole Person Development, the Human Resources Office and the Graduate School.

May 2020