

## THE CHINESE UNIVERSITY OF HONG KONG

### Panel Against Discrimination and Sexual Harassment

1. The Panel Against Discrimination and Sexual Harassment shall consist of:-
  - a) Teaching and non-teaching staff members of both genders who are of good standing, preferably of different ranks, will be appointed for a term of two years, with one panelist appointed as the Convenor;
  - b) A non-staff Council member to be nominated by the Council;
  - c) External members to be nominated by the Alumni Affairs Office;
  - d) Student representatives to be nominated by the Selection Panel of University Committees; and
  - e) Postgraduate student representatives to be nominated by the Office of Student Affairs.
  
2. The responsibilities of the Panel Against Discrimination and Sexual Harassment include:-
  - a) Informing individuals of available options which include but are not limited to conciliation and complaint investigation by the University, and their right to lodge complaints with Equal Opportunities Commission and to take court action.
  - b) Informing individuals involved or alleged to be involved in a complaint of the available formal disciplinary procedures of the University if the complaint is not resolved through the processes administered by this Panel.
  - c) Informing the individual seeking an investigation that a written complaint will be required and that the complaint, including the identity of the complainant, will be disclosed to the complainee and the safeguards against victimization that are provided under applicable law and University policy.
  - d) Informing all parties involved or alleged to be involved in a complaint that a report will be produced for and submitted to a Pro-Vice-Chancellor/Vice-President designated to handle matters relating to sexual harassment (“the designated Pro-Vice-Chancellor/Vice-President”).
  - e) Conducting conciliation or investigation upon receipt of allegation/complaint through a team of at least two panelists, plus a non-staff Council member, an external member or a student representative under special circumstances as deemed necessary by the Panel Convenor, to ensure that justice is upheld and seen to be upheld in the process of investigation.
  - f) Maintaining records of complaints, reports, and managing the process in such a way that they conform with the privacy requirements of applicable laws.