

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.

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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

香港中文大學 多元共融政策

校訓

香港中文大學（中大）的校訓「博文約禮」出自《論語》。中大以「博文約禮」為校訓，反映大學推崇開放和守禮的基本價值觀，並彰顯其兼容文化。

中大的核心價值與文化

開放

中大秉持開放的文化。開放是指我們尊重個人固有的尊嚴。不論種族、地域出身、國籍、性別、性向、性別身分、年齡、宗教、語言、傷健或社會經濟地位，中大及其成員均承認及珍視每一個個人及群體的獨立性，及其享有平等機會，以及表達意見的自由。

守禮

中大推崇守禮精神。中大社群原則乃藉復禮克己去實踐。在一個多元的社會中，只有透過互相尊重和秉持道德操守，每個人才得以發揮所長。守禮包含同理心和一視同仁的尊重，摒棄仇恨和偏狹的行為。守禮文化乃展現於中大成員共同擁有的理念、準則與規範中，並藉中大社群原則及相關的政策規則去實踐。

兼容

中大所重視的兼容文化，是建基於上述的開放和守禮等核心價值。大學的學術使命是培養學生能擁有敏銳才思，以至成為超卓的領袖、促進大學成員對中大的歸屬感，而兼容的環境對成就中大的學術使命至關重要。在兼容的氛圍下，中大成員能專心發揮新思維、與不同意見者相互學習、自由發表和交流意見。大學珍視多元學術、社會和文化，故致力於協助大學成員開探新意念、培育領袖人才。大學成員受尊重、關懷和禮待，才能增加對中大的歸屬感，各人當有所裨益。

中大的社群原則

中大就上述的核心價值和文化，制定社群原則予其成員遵守。這些原則不但為大學成員提供安全和友善的環境，也能為個人和集體行為列明清晰的指引。每位選擇加入中大的成員，務必遵守以下的社群原則。

中大及所有中大成員：

- 在開放、尊重、具同理心和兼容的氛圍下，致力促進超卓的學術成就；
- 珍視社群多元化所帶來的豐碩成果，並尊重個別異同；
- 不容基於種族、地域出身、國籍、性別、性向、性別身分、年齡、宗教、語言、傷健、社會經濟地位或其他原因，對個人或群體表現或作出任何形式的憎恨、暴力、歧視、苛待、騷擾及欺凌行為；
- 承諾捍衛學術自由，包括言論自由和表達自由的權利，惟行使及維護該等權利，必須符合負責任、具誠信、文明和合法的原則。

實施方案

若要體現中大的核心價值，我們須在大學的運作中確保人人機會均等，珍視多元性及倡導兼容文化。藉建立一個綜合架構，中大致力落實多元共融政策下的社群原則。附錄詳列本政策的範圍、實施方案及相關的支援架構。

香港中文大學 多元共融政策的實施

適用範圍

本政策適用於所有中大成員，包括全體教職員、學生及以中大大名義舉辦的活動參與者。所有中大成員在大學社群裏或活動期間的一言一行，均須符合中大社群原則。

職責

本政策的最終詮釋和執行，以校長會同大學行政與計劃委員會的決定為準。

所有中大成員均有責任遵守本政策和社群原則。

多元共融的統籌工作由中央部門負責，其職責包括本政策的推廣、相關活動的統籌、相關程序的審視及發布，以及違規及申訴的處理。

實施方法

中大將採取三管齊下的方式以執行本政策——肯定大學核心價值和平等機會、推廣與支援，以及違規處理機制。

肯定大學核心價值和平等機會

除了大學成員的共同利益，中大亦珍視大學成員間的異同。

中大強調不論是在教學、享用設施、參與活動或履行職務時，所有成員均可享有平等的機會，中大並致力確保成員免受任何形式的歧視。

中大將舉辦各類活動以提倡兼容文化，並致力為員生、訪客和活動參與者創造多元共融、免受性騷擾、偏見、仇恨、苛待、騷擾和欺凌等歧視的環境。

除了現行的《防止性騷擾政策》、《大學僱員申訴程序》、《處理學生投訴程序》、《僱員紀律處分程序》和《揭弊政策》外，中大將就其他形式的歧視（性別、殘疾、家庭崗位和種族）、騷擾、仇恨事件和信息通信科技的使用等制定相關政策。

推廣與支援

中大將透過不同形式的宣傳、教育和培訓來倡導公正與權利。過去成功舉辦的活動包括「從尊重出發」運動、對殘疾認知的推廣、學生的校內文化交流和延伸學習經驗計劃、預防性騷擾的教育工作，以及與推動正向工作間和績效管理核心價值相關的活動。

此外，為促進平等機會及校園多元化，中大將進一步加強有關支援服務。目前提供的服務包括傷健學生的支援服務、專為婦女和照顧家庭制定的友善工作環境措施，以及專責處理性騷擾事件和相關輔導服務。

違規處理機制

中大期望所有成員能遵守本政策，如收到涉嫌違反本政策的舉報或投訴，便會啟動相關程序。根據本政策，任何中大成員均有權提出投訴，而不須擔心會受到任何逼害或報復。中大絕不容許任何違反本政策的行為，並定必依據現行程序（及未來制定的相關程序），按照投訴的性質秉公辦理。

推動多元共融的架構

中大已設立實施本政策的架構，並將不斷完善。

中大將成立多元共融督導委員會，負責督導和檢討本政策，並確保本政策下的計劃得以有效推展。

多元共融事務處將協助督導委員會促進和保護大學多元共融的文化和環境，並處理相關投訴。多元共融事務處亦將與各學院和學術單位、書院、學生事務處、博群全人發展中心、人力資源處、研究院等緊密合作，推展相關工作。

(中、英文版本內容如有任何歧義，概以英文版本為準。)

二零二零年五月