

Hong Kong Baptist University
School of Business
Equality, Diversity and Inclusion Policy

1. Introduction

The HKBU School of Business is obligated to ensure equality of opportunities for all students, staff, alumni and other stakeholders of the School and to facilitate greater diversity and inclusion.

The University issued a policy statement on Equal Opportunities in May 2023 to explicate her commitment to enable all individuals or groups within the University “to study or work in a safe, vibrant, and discrimination/harassment-free environment that values diversity and inclusion” in the journey of striving excellence in teaching and learning, research and community impacts. Currently, the Human Resources Office (HRO), Office of Student Affairs (SA) and Estate Office (EO) are the key units in the University to promote and support issues in relation to EDI, such as the Unit for Students with Special Educational Needs (SEN), campus accessibility, equal opportunity employment, procedures on handling complaints on discrimination/harassments and multi-faiths in campus life and amenities units.

2. Definitions

Equality*	Equality refers to the condition that all individuals have the same opportunities, and no one is disadvantaged, marginalized, harassed or discriminated against because of their personal characteristics under the four Discrimination Ordinances implemented by the Equal Opportunities Commission (EOC) and HKBU Equal Opportunities Policy. These personal characteristics include race, ethnicity, place of origin, gender, family background, family status, ability/disability, age, socioeconomic status, faith heritage, sexual orientation, and language.
Diversity*	Diversity refers to the representation of social identities based on race, ethnicity, place of origin, gender, family background, family status, ability/disability, age, socioeconomic status, faith heritage, sexual orientation, and language.
Inclusion*	Inclusion refers to the provision of an environment that ensures all individuals regardless of race, ethnicity, place of origin, gender, family background, family status, ability/disability, age, socioeconomic status, faith heritage, sexual orientation, and language, are valued and respected, such that all individuals can strive and actualize their strengths and capacity, and express their whole selves.

*These definitions were informed by HKBU Policy Statement on Equal Opportunities, American Psychologist Association (APA) (2021) and the University of Oxford.

3. Policy Statement on EDI

The HKBU School of Business is committed to fostering a culture that promotes and celebrates equality, diversity, and inclusion. We welcome, appreciate and support staff and students regardless of their personal characteristics, backgrounds, beliefs, or culture. Every individual or group within the School should be able to study or work in a safe, vibrant and discrimination/harassment-free environment that values equality, diversity and inclusion.

4. Implementation

Applicability and Scope

The Policy is developed to promote Equality, Diversity and Inclusion (EDI) for all of the HKBU School of Business staff, students and participating individuals in accordance with the EDI-related policies of the University.

- The Policy applies to all members of the School of Business, including all staff, students, and those who participate in the activities conducted by the School's staff, students, academic programmes, departments, research centres and administrative units.
- The interpretation and implementation of the Policy accord with the laws governing equal opportunities in Hong Kong and the University policies, procedures and practices.

Responsibilities

The Dean has the responsibility for the interpretation and implementation of the Policy.

The School's EDI Committee is the main unit for promoting and monitoring equality, diversity and inclusion, among both staff and students, and across all areas of academic life, including – but not limited to – admissions, student progression, curriculum, enrichment and engagement activities, recruitment, selection, appointment, performance appraisal, promotion, reward, learning and development, student-staff relations, as well as relationships among staff members and students.

All staff, students and participating individuals of the School of Business have a responsibility to observe and abide by the Policy.

Implementation Approach

HKBU School of Business is committed to fostering a culture that promotes and celebrates equality, diversity, and inclusion. The policy will be implemented through:

- affirmation of equal opportunities;
- advocacy;
- promotion and support; and
- redress for non-compliance and complaints.

Affirmation of Equal Opportunities

The School of Business commits to:

- ensure all deserving students receive equal education, training and developmental opportunities.
- act as an equal opportunity employer for staff, students and applicants.
- provide equal and universal access, wherever reasonably practicable, to all School facilities and services.
- promote equal opportunities through introducing various educational and training activities for staff .
- require staff of all levels to complete the Compulsory Compliance Training on “Anti-discrimination laws of Hong Kong”.
- comply with the University policies and procedures to handle grievances, complaints or allegations relating to discrimination or harassment on grounds covered under legislation enforced by the Equal Opportunities Commission (EOC).

Advocacy

The School of Business commits to:

- include EDI topics in the curriculum and extra-curricular activities where applicable.
- promote diversity in the student body through admission, accessible facilities, learning and financial support and global engagement efforts.
- promote EDI in the workplace through non-discriminatory recruitment and selection procedures, a transparent performance management system, fair access to developmental opportunities and family-friendly facilities.
- collaborate with various units in the University to pursue the University’s EDI agenda.

Promotion and Support

The School of Business commits to:

- foster a culture and environment of EDI through promotion, education, training, engagement activities, learning support, and utilization of EDI resources provided by the University.
- ensure those students with financial challenges, special education needs and ethnic minorities status have equal opportunities to engage in learning, training and developmental activities.
- explore opportunities for enhancement, including processes and practices.
- invest in initiatives that raise the awareness and appreciation of diversity and inclusion, and safeguard equal rights.

Redress for Non-compliance and Complaints

The School of Business commits to:

- adopt a zero-tolerance approach to victimization or retaliation of any kind against any party who is involved in a complaint case regardless of the status of the case.
- address non-compliance cases and complaints in a timely manner.

- handle grievances, complaints or allegations related to discrimination or harassment according to University policies and procedures.

The School may review the EDI policy and related practices and procedures from time to time to ensure they adhere to the University policy and procedures and the anti-discrimination laws implemented by the EOC.

5. Enquiries

Members of the School with enquiries, complaints or requests for assistance on EDI-related issues may approach the following offices.

- Dean and/or Heads of Department
- Human Resources Office (HRO) (visit <https://bu-eoc.hkbu.edu.hk/>)
- Office of Student Affairs (SA)
 - Campus Life and Support Team (visit <https://www.hkbu.edu.hk/en/campus-life/diversity-and-inclusion.html> , email sacla@hkbu.edu.hk or call 3411 5894)
 - The Unit of Students with Special Educational Needs (USSEN) (visit <https://ssa.hkbu.edu.hk/ussen>, email ussen@hkbu.edu.hk or call 3411 2806)
- Equal Opportunities Commission (EOC) (visit <https://www.eoc.org.hk/en/>, file online from <https://www.eoc.org.hk/en/about-the-eoc/contact-us>)