

THE HANG SENG UNIVERSITY OF HONG KONG

Diversity & Inclusion Policy

At The Hang Seng University of Hong Kong (the University), the foundation of the Diversity and Inclusion Policy is guided by its motto, “Erudition & Perseverance”, two crucial values for fostering and supporting a diverse and inclusive environment.

“Erudition” encourages us to embrace diverse perspectives and experiences, which enhances our understanding of one another and the world around us. This fosters a culture where university members feel empowered to share their unique ideas freely, ultimately driving innovation and creativity.

Coupled with “Perseverance”, the commitment to overcoming challenges and striving for equity ensures that we remain steadfast in our efforts to dismantle barriers and promote inclusivity. Together, these two values guide us in cultivating a safe and harmonious environment that celebrates diversity, nurtures growth, and amplifies the voices of all individuals.

The Five Core Values at The Hang Seng University of Hong Kong

Our commitment to diversity and inclusion at the University (also known as “Bamboo University” or “Junzi University”) is deeply ingrained in the five core values that underpin the Diversity and Inclusion Policy at the University, steering our mission to nurture responsible global citizens and leaders who exemplify the values of Junzi and demonstrate critical thinking, creativity, empathy, strong moral values, and a commitment to social responsibility.

➤ **Mutual Trust**

Building an atmosphere of mutual trust is fundamental to our Diversity and Inclusion Policy. We believe that when individuals feel valued and secure, they are more likely to express their authentic selves and share diverse perspectives. This trust fosters open dialogue and collaboration, allowing us to leverage our differences as strengths and cultivate a sense of belonging for all.

➤ **Value-addedness**

Emphasising value-addedness means recognising and appreciating the unique contributions each individual brings to the university community. By actively seeking out and integrating diverse viewpoints, we enhance our collective knowledge and creativity. This commitment to valuing diversity ensures that every voice is heard and respected.

➤ **Innovativeness**

Our policy encourages innovativeness by promoting an environment where diverse ideas can flourish. By embracing different backgrounds and experiences, we inspire creative solutions to complex challenges. An inclusive culture fuels innovation, as diverse teams are better equipped to think outside the box and develop groundbreaking approaches that address the needs of our global society.

➤ **Caring Attitude**

A caring attitude is essential in fostering an inclusive environment where individuals feel valued and supported. By prioritising empathy and compassion, we create a culture that encourages collaboration and shared understanding. This caring approach helps break down barriers, promote inclusivity, and ensure that everyone feels they belong, regardless of where they come from.

➤ **Responsibility**

Embracing a sense of responsibility is crucial in our commitment to diversity and inclusion. We believe that it is our collective duty to advocate for equitable practices and challenge discrimination in all its forms. By holding ourselves accountable, we promote social responsibility and empower university members to take action in support of their peers, fostering a culture of respect and inclusiveness.

Scope of Implementation

As part of our commitment to promoting Diversity, Inclusion, and Equal Opportunities, we strive to integrate inclusivity into every aspect of University life, from admissions and employment practices to campus activities and governance, all underpinned by the five core values mentioned above.

1. Admission & Learning

The University is committed to an inclusive and fair admissions process, ensuring that all prospective and current students have equal access to quality education. Our holistic approach considers not only academic achievements but also unique talents and life experiences. To support students' academic and personal growth, the University aims at providing support systems and mechanisms to ensure students from all backgrounds and circumstances are exposed to opportunities to attempt their academic potential. By making diversity and inclusion central to our educational approach, we empower students to thrive, connect with others, and contribute to a more equitable and connected world.

2. Employment

As an equal opportunity employer, the University is committed to fostering an inclusive and equitable workplace by implementing fair and transparent employment practices at every stage of the recruitment, selection, and appointment processes. These practices ensure that all individuals are treated with respect, integrity, and impartiality. Candidates are assessed solely on their qualifications, skills, experience, and potential, without prejudice or discrimination based on race, ethnicity, gender, age, disability, religion, sexual orientation, family status, or any other protected characteristic. By upholding these principles, the University strives to create a diverse and supportive environment where talent is recognized, and opportunities are accessible to all.

3. Access to Facilities and Services

Fostering an inclusive and equitable learning environment is one of the key focuses at the University. Students with Special Educational Needs (SEN) are supported with facilities and services in accordance with professional guidelines. Individuals of different ethnicities have the same access to opportunities and resources as everyone else. Proactive measures are continuously reviewed and implemented to remove barriers to participation.

4. Organisation of Activities and Events

The University attempts to ensure that activities and events are designed and organised to align with the principles of equity, inclusivity, and respect for diversity, so that participants feel valued and included. This involves ensuring representation of speakers, facilitators, and attendees of various backgrounds, promoting the use of inclusive language and creating safe and welcoming environments that accommodate the diverse needs of participants, such as providing accessible venues, catering to dietary and cultural preferences.

5. Grievance Handling

The University upholds a strict zero-tolerance policy against all forms of discrimination and harassment on campus. Comprehensive policy guidelines and procedures have been implemented to address complaints and allegations, fostering a safe, inclusive, and equitable environment for all students and staff members. Complaints concerning discrimination and harassment, including those arising under the Sex Discrimination Ordinance, Race Discrimination Ordinance, Family Status Discrimination Ordinance, and Disability Discrimination Ordinance, are handled with the utmost attention to procedural fairness, confidentiality, and timely resolution. The established mechanism ensures that appropriate corrective actions are taken when instances of discrimination or harassment are substantiated. These policies are designed to maintain transparency, uphold fairness, and safeguard the dignity and rights of all parties involved. To further enhance grievance handling, the process includes clearly defined reporting mechanisms and structured procedures for addressing policy violations. The University also provides access to support resources, such as counseling services, to assist individuals throughout the grievance process. These measures reflect the University's commitment to creating a respectful and supportive campus environment while ensuring that all concerns are addressed effectively and compassionately.

6. Governing Body

The Diversity and Inclusiveness Sub-Committee (DI Sub-com) under the Sustainability and Social Responsibility Committee (SUSRC) is responsible for the interpretation and implementation of the Diversity and Inclusion Policy at the University. As a unit reviewing the University's commitment to nurturing a culture of diversity, inclusion, and equity, DI Sub-com ensures the consistent and effective application of the Policy within the University. Nevertheless, the responsibility to observe, adhere to,

and actively support the principles of diversity and inclusion is shared by all members of the University, encompassing students, faculty, staff, and stakeholders. Each individual is expected to contribute to the establishment of a welcoming and inclusive environment while upholding the core values of equity, respect, and mutual understanding.

Alongside the DI Sub-com, the “Workgroup Against Sexual Harassment”, co-chaired by the Director of Human Resources and the Director of Student Affairs, was established to ensure effective complaint resolution and to safeguard complainants from victimisation.

Enquiries, complaints, or requests for assistance regarding matters of Diversity, Inclusion, and Equal Opportunities may be directed to the following units:

- I. **For Students** – The Personal Tutor/Programme Director/Department Head of the student and/or the Student Affairs Office (email: sao@hsu.edu.hk)
- II. **For Staff members** – Department Head/School Dean of the staff member and/or Human Resources Office (email: hr@hsu.edu.hk)
- III. **For Public** – Diversity and Inclusiveness Sub-Committee (email: contact@hsu.edu.hk)

The University reserves the right to periodically review existing guidelines and develop supplementary ones as deemed appropriate to support the Policy.

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