

Examples

Disability harassment

A student made fun of another student who had cerebral palsy by mimicking how the latter spoke.

Disability vilification

A student publicly commented that persons with mental illness were “time-bombs” and should be condemned and isolated.

Family status discrimination

A boss did not promote a qualified staff fearing that she might not be able to attend overseas conferences because of her need to take care of her young son.

Racial discrimination

A service department refused to provide service to a student because of his or her skin colour.

Racial harassment

A white student commented that all black students were stupid.

Racial vilification

A student made racially abusive comments in public about persons of a particular race to incite hatred towards them.

Discrimination on the ground of sexual orientation

A staff member is given a lower rating in performance review because of his or her sexual orientation.

Harassment on the ground of sexual orientation

Some students openly teased a lesbian hallmate on the ground of her sexual orientation and refused to allow her to use the study room.

Victimisation discrimination

X fired Y just because Y had lodged a sexual harassment complaint against X.

Procedures for Handling Discrimination/Harassment Complaints



Flow Chart on Handling Requests for Advice/Assistance and Complaints on Discrimination/Harassment



Equal Opportunity Unit

Room 107, 1/F, Main Building,
The University of Hong Kong,
Pokfulam, Hong Kong

Tel : 3917 1768

Email : eounit@hku.hk

Website : www.eounit.hku.hk

Online Form



Introduction to HKU's Equal Opportunity Policy and Procedures



EQUAL OPPORTUNITY UNIT
THE UNIVERSITY OF HONG KONG

Policy Statement

The University is committed to creating, promoting and maintaining an environment of equality of opportunity for members of the University community, free of any discrimination/harassment. The University recognises that the broad range of experiences a diverse staff and student body brings is very important to the University's continuous pursuit of excellence in teaching and learning, research, and knowledge exchange. As a global university, we must continue to foster the culture of respect, diversity and inclusion, which enables everyone to grow and flourish. The University supports equal opportunity and strongly opposes discrimination/harassment. The University will take whatever action may be needed to prevent, and if necessary, discipline behaviour which violates the Equal Opportunity Policy.

Equal Opportunity Policy



Our Equal Opportunity Policy Prohibits

1. Sex discrimination
2. Sexual harassment
3. Marital status discrimination
4. Pregnancy discrimination
5. Breastfeeding discrimination
6. Breastfeeding harassment
7. Disability discrimination
8. Disability harassment/vilification
9. Family status discrimination
10. Racial discrimination
11. Racial harassment/vilification
12. Discrimination on the ground of sexual orientation
13. Harassment on the ground of sexual orientation
14. Victimisation discrimination

Examples

Sexual discrimination

A department organised an event in which female participants could join it free of charge while male participants needed to pay an entrance fee.

Sexual harassment

A student sent pornographic images or text messages on social media to another student, making the latter feel offended.

Marital status discrimination

A department refused to admit a qualified student simply because he was married.

Pregnancy discrimination

A boss fired a secretary after she had reported her pregnancy because the boss wanted to save the cost in employing a temporary replacement during her maternity leave.

Breastfeeding discrimination

A staff member is not allowed to use a meeting room in the office to express milk, whereas other staff members are allowed to use the meeting room for lunch.

Breastfeeding harassment

A colleague makes offensive jokes and gestures to a co-worker who has to express milk during office hour.

Disability discrimination

A department refused to employ a qualified person simply because that person had AIDS.