

PERSONNEL POLICIES & PROCEDURES/EQUAL OPPORTUNITIES

Policy Statement on Equal Opportunities

1. Hong Kong Baptist University is committed to equality of opportunities for all students, staff, and other stakeholders of the University regardless of identity or background. Every individual or group within the University should be able to study or work in a safe, vibrant environment that values diversity and inclusion. We as individuals and groups should help promote and maintain equal opportunities for all as we strive for excellence. To this end, the University has taken active steps in support of equality across campus and will review our policies periodically.
2. The University provides equal opportunities to all students, who are admitted based on motivation and capacity to benefit from the course of study they intend to follow.
3. As an equal opportunities employer, the University ensures that individuals will be selected, appointed, promoted, developed and treated on the basis of consistent selection criteria, i.e. the job requirements for the respective staff grades, as well as the criteria and accommodations as laid down in the relevant policy document. Accordingly, individuals will be assessed on the basis of the job requirements and their relevant aptitudes, skills and abilities, and not on other irrelevant considerations.
4. The University is conscientious about providing equal and universal access, wherever reasonably practicable, to all University facilities and services.
5. The University acts to ensure dignity at study and work. Harassment or victimization of any form will not be tolerated. The University's Equal Opportunities Panel has in place a set of procedures to handle grievances, complaints or allegations relating to discrimination or harassment on grounds covered under legislation. Failure to comply with legislation could render the University, and the individual(s) concerned, liable to legal action brought against them.
6. Members of the University are encouraged to refer to useful guidance on the requirements of legislation as contained in the Codes of Practice on Employment issued by the Equal Opportunities Commission (EOC), which can be viewed via the EOC's website at <http://www.eoc.org.hk/>.