Diversity and Inclusion @ CUHK

by the Diversity and Inclusion Office
Outline

1. Introduction
2. Key concepts of discrimination and harassment
3. What you should do
Professor Alan K.L. Chan
Provost, CUHK

但「多元」還有更深層的意義
But there is a deeper sense to diversity
Holistic Approach: Diversity and Inclusion @ CUHK

01 Inclusive teaching, learning and assessment
  e.g. Academic Advisory System, other support on academic matters

02 Facilities and services
  e.g. Accessible campus, breastfeeding friendly environment

03 Educational and promotional activities
  e.g. Training programmes, roving exhibitions
DIVERSITY AND INCLUSION POLICY

Applicability and Scope

CUHK Principles of Community

Implementation
- Diversity and Inclusion Steering Committee (DISC)
- Diversity and Inclusion Office (DIO)
CUHK culture & core values

Openness

Inclusivity

Civility
Anti-discrimination

• Any form of discrimination or harassment is not tolerated at the University

• The University will handle reports or complaints of discrimination/harassment according to the nature of the complaints

• For details of relevant policies and procedures, please visit DIO’s website: http://www.dio.cuhk.edu.hk/
Anti-discrimination Ordinances

It is unlawful to discriminate against a person on the ground of:

1. Sex
2. Marital status
3. Pregnancy
4. Breastfeeding
5. Disability
6. Family status
7. Race

in the prescribed areas of activities.
## Direct Discrimination

<table>
<thead>
<tr>
<th>Definition</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>01 Less favourable treatment</td>
<td>01 Not allowing a student to participate in student activities on the ground of disability</td>
</tr>
<tr>
<td>02 In comparable circumstances</td>
<td>02 Not be able to join student activities</td>
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</tbody>
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### Example

- Not allowing a student to participate in student activities on the ground of disability
- Not be able to join student activities
- Disabled students and students without disabilities
Indirect Discrimination
## Indirect Discrimination

<table>
<thead>
<tr>
<th><strong>Definition</strong></th>
<th><strong>Example</strong></th>
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</thead>
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<tr>
<td>Unlawful Acts under the 4 Anti-discrimination Ordinances</td>
<td>Not allowing a Pakistani student to participate in student activities on the ground of language requirement</td>
</tr>
<tr>
<td><strong>01</strong> Same treatment</td>
<td>Activity organiser asked whether the Pakistani student know any Cantonese</td>
</tr>
<tr>
<td><strong>02</strong> Requirement or condition not justifiable</td>
<td>Speaking Cantonese is a pre-requisite for joining student activities</td>
</tr>
<tr>
<td><strong>03</strong> Unfair result to people of a particular group</td>
<td>The Pakistani student was not allowed to join any student activities when the student said he/she does not know Cantonese</td>
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Harassment

1. Subjective Test

Sexual Harassment:
• Unwelcome sexual advance, or unwelcome request for sexual favours, to another person
• The aggrieved person’s feeling: Offended, intimidated or humiliated

Breastfeeding, Racial and Disability Harassment:
• Unwelcome conduct in relation to a person
• On the ground (i) that the woman is breastfeeding/ (ii) of a person’s race or disability
• The aggrieved person’s feeling: Offended, intimidated or humiliated
Harassment

2. Objective Test

A reasonable person would anticipate that the other person would be offended, humiliated or intimidated.
Hostile / Intimidating Environment

A person, alone or together with other persons,

a) engages in conduct of a sexual nature (sexual harassment)

b) engages in unwelcome conduct to another person (i) who is a breastfeeding woman (breastfeeding harassment) / (ii) based on another person’s race (racial harassment)

which creates a **hostile or intimidating environment** for other(s)
Examples of Harassment

i. Making a sexual joke or a joke about particular race/a person’s disability to someone/around someone that others do not like

ii. Watching pornographic materials in the presence of others
Prevention of “Victimization”

People are afraid to complain about discrimination/harassment for fear of jeopardizing career prospects or damaging relationships with fellow students, supervisors, etc.

The law recognizes the risks people run when they complain about unlawful treatment and so makes it unlawful to victimise them.
Legal Liabilities

i. Discrimination and harassment would entail civil liability

ii. Some behaviours (such as indecent assault, crank calling, etc.) would bear criminal consequences at the same time
Dealing with Discrimination

Act early

Make clear to the discriminator/harasser that the behaviour is not acceptable

Seek emotional support or counselling

Record event: Nature of behaviour, date, time, location and witnesses...

If behaviour continues, seek help from the University or relevant outside bodies
# Role of Bystander

As a bystander, if you WITNESS discrimination/ harassment, you CAN:

<table>
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<tr>
<th>Intervene</th>
<th>Understand</th>
<th>Support</th>
</tr>
</thead>
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<tr>
<td>- Under safe circumstances, tell the discriminator/ harasser to stop</td>
<td>- Listen to the victim</td>
<td>- Find out more about university’s relevant policies and procedures</td>
</tr>
<tr>
<td>- Tell the discriminator/ harasser the behavior is not appropriate</td>
<td>- Provide emotional support</td>
<td>- Assist the victim to report</td>
</tr>
<tr>
<td>- Remove the victim from the situation</td>
<td>- Find out what the victim needs and respect one’s wishes</td>
<td>- Testify as a witness for the victim</td>
</tr>
</tbody>
</table>
Dealing with Discrimination

Seek help from the University’s Panel Against Discrimination and Sexual Harassment (Internal mechanism to deal with complaints) (6 months)

Lodge complaint with Equal Opportunities Commission (EOC) (12 months)

Take legal action (24 months)

Report to the police (criminal in nature)
Where to Get Help

For matters relating to:

- **diversity and inclusion:**
  
  Hotline: 3943 0382 or email: dio@cuhk.edu.hk

- **discrimination:**
  
  Hotline: 3943 8716 or email: padsh@cuhk.edu.hk

**Websites:** dio.cuhk.edu.hk / policy-harass.cuhk.edu.hk
Diversity and Inclusion Week 2020-21

A - Pledging Ceremony
B - Stand-up Comedy
C - Sign Language Workshop
D - Training
Diversity and Inclusion Week 2021-22

Next in Oct 2021!

Stay tuned!