



HUST

ĐẠI HỌC BÁCH KHOA HÀ NỘI
HANOI UNIVERSITY OF SCIENCE AND TECHNOLOGY

ONE LOVE. ONE FUTURE.



Equality, Diversity and Inclusion (EDI) policy

Updated from Commitment to
Gender Equity ver. 04 Jan 2022

STATEMENT

We are committed to providing equality of opportunity and will work to ensure that all our staff, students and visitors and those who seek to apply to study and work with us are treated fairly and are not subjected to any unlawful discrimination by the University on the basis of:

- **Age**
- **Disability**
- **Gender identity, sex and sexual orientation**
- **Marriage or civil partnership**
- **Pregnancy and maternity**
- **Race and nationality**
- **Religion or belief**

No staff, student, or individual on the University property may harass, discriminate, or abuse a person physically, verbally or electronically. Any act of racial or sexually harassment is inclusively strictly prohibited.

ANTI-HARASSMENT & ANTI-DISCRIMINATION REGULATIONS

Discrimination is unfavorable treatment of an individual based on individual characteristics rather than their merits.

Examples of unacceptable behaviors are:

- Single out or target an individual for different or less favorable treatment (e.g., more tasks, fewer benefits,..)
- Fail to hire or admit an individual because of their characteristics
- Terminate an individual from employment or a program based on their characteristics

Harassment is unwelcome verbal, physical behaviors or those occurring online which is directed at an individual because of their characteristics, when these behaviors may create an intimidating, hostile or offensive environment leading to unreasonable interference with an individual's educational experience, working conditions or living conditions. Examples of those include but are not limited to:

- Unwelcome jokes or comments
- Disparage offensive remarks to a person
- Display negative or offensive posters or pictures

The University encourages everyone to report all incidents of discrimination and/or harassment. When one feels that they have been subjected to discrimination and/or harassment, they can:

- ***Consult with the Students Affairs office (if a students) or the Personnel Office (if a member of staff)***
- ***File a formal complaint to the Legislation office.***

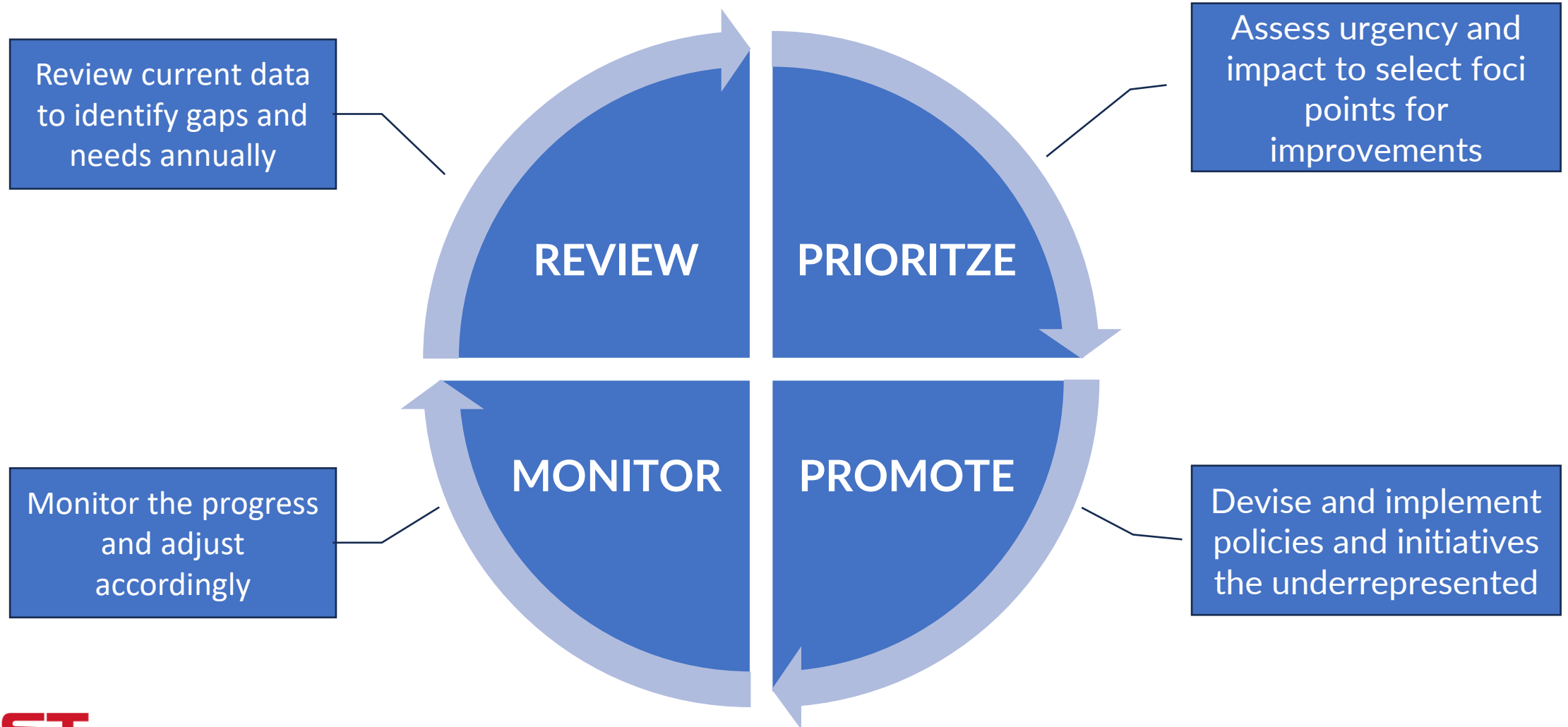
SCOPE & RESPONSIBILITIES

Scope: This policy is applicable to all staff, students and applicants to the University. This applies to both how the University serves the people and how University members and prospective members should treat each others.

Responsibilities:

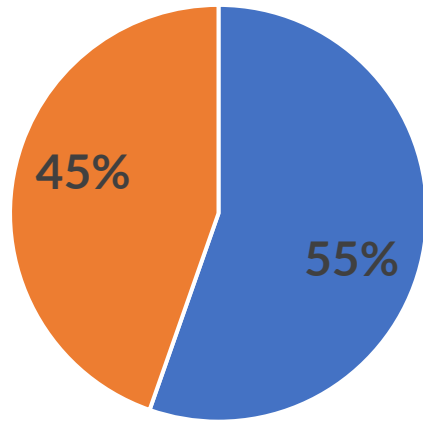
- 1. The Board of Presidency** has ultimate accountability for compliance with this EDI policy. The General Administration Office has overall responsibility for this policy, thus monitoring the daily related operations.
- 2. Managers and advisors shall:**
 - Present this policy to the staff and students under their management
 - Set a good example for fair treatments with dignity and respect, challenging unacceptable behaviors
- 3. Staff and students shall:**
 - Read and understand this policy
 - Report unacceptable behavior in a safe manner

EDI FRAMEWORK



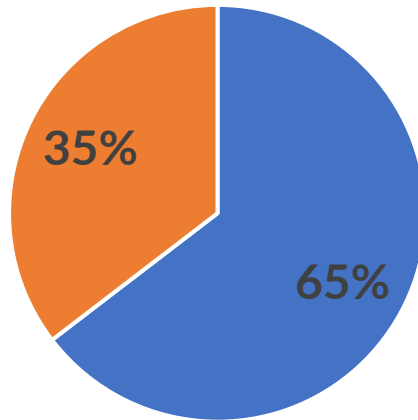
PROGRESS 2023

Staff



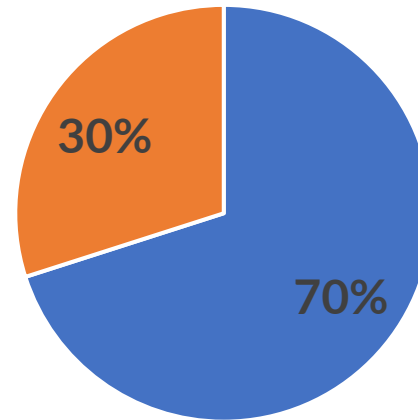
■ Male ■ Female

Faculty staff



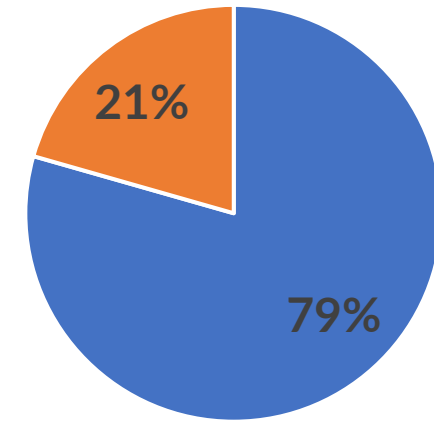
■ Male ■ Female

Senior academic staff



■ Male ■ Female

Students



■ Male ■ Female

Nationalities: 10

SS from rural areas: 20.794



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Contacting support teams

For Students:

Office of Academic Affairs Office

Room: 101-C1

Hotline: 024 6290 6566

Email: ssu@hust.edu.vn

For Employees:

Personnel Office

Room: 205-C1

Email: tccb@hust.edu.vn