THE UNIVERSITY OF HONG KONG

Flow Chart on Handling Enquiries and Complaints on Discrimination/Harassment
(on grounds covered under the HKU Policy on Equal Opportunity)

Enquiry / Request for Advice received by Equal Opportunity Unit

- Explanation of Definitions/Procedures/Options
  
  - Resolved
  - Complaint in writing
  - Not within remit - referral to other support services (If so decided by the complainant)

- Informal Resolution
  
  - Resolved
  - Not Resolved

- Formal Procedures
  
  - Preliminary Inquiry
    
    - Preliminary Inquiry report considered by President and Vice-Chancellor
      
      - Matter to be referred to an outside body
      - Investigation by Discrimination Complaints Committee (DCC)
      - Case Dismissed

- Complaint Substantiated
  
  - Recommendation of Penalty
    
    - DCC Report submitted to President and Vice-Chancellor
      
      - Right of appeal under relevant University procedures

- Complaint Unsubstantiated

Note: This flow chart is for illustrative purposes only. For details, please refer to the University's Procedures for Handling Discrimination/Harassment Complaints on the EOU website.

Equal Opportunity Unit
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