

# THE HONG KONG POLYTECHNIC UNIVERSITY

## Measures on Equal Opportunities, Diversity and Inclusion (For Staff)

### Family-friendly

- Maternity leave provision that exceeds the statutory requirements
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- Full-pay compassionate leave of up to 3 days
- [Lactation rooms](#) and lactation breaks for breastfeeding staff
- Flexibility for occasional work-from-home arrangements due to special circumstances

### Gender-balance and Equity

- Consideration of deferment of Major Review on grounds of special circumstances, such as pregnancy or major illness upon request from staff
- Requirement for gender-balanced representation in appointing advisers/conciliators for resolving allegations concerning sexual harassment and violation of the Code of Ethics

### Staff Wellbeing and Family Support

- [Employee Assistance Programme](#) to assist staff in addressing personal, family or work-related concerns
- Regular organization of work-life balance seminars for staff
- Counselling services and life insurance/ex-gratia payment for family of deceased staff
- [Prayer rooms](#)
- Access to on-campus facilities including clinic and sports for staff and their family members
- Housing of various catering outlets featuring a plethora of different cuisines