

Eliminating discrimination on the ground of sexual orientation

Joining hands to build working environment with equal opportunities

Over 300 public and private organisations have pledged to adopt the Code of Practice against Discrimination in Employment on the Ground of Sexual Orientation.

The Government is committed to fostering the culture and values of diversity and inclusion. It issued the Code of Practice against Discrimination in Employment on the Ground of Sexual Orientation (The Code), which covers good practices in different aspects of employment such as recruitment, promotion, transfer, training, dismissal and grievance handling. The Code is aimed at assisting employers and employees in eliminating discriminatory practices and behaviour in

employment and promoting equal employment opportunities among all persons, irrespective of their sexual orientation.

The Government has been encouraging employers in private and public sectors to voluntarily adopt the Code. After a written appeal to a number of employers at the end of 2017, the number of public and private organisations that pledge to adopt the Code rose by more than 100 from about 200 to more than 300. The following four interviewed organisations believe adopting the Code not only enhances corporate image, but also helps recruit and retain quality employees. They encourage other employers to follow suit and join hands in eliminating discrimination by upholding meritocracy without regard to one's sexual orientation.

If any organisation wishes to know more about the Code, and/or to organise briefings/seminars on the Code for their staff/members, please contact the Constitutional and Mainland Affairs Bureau by phone on **2810 3205**, or email gisou@cmab.gov.hk.



Website: www.cmab.gov.hk/en/issues/code_of_practice.htm



The Gender Identity and Sexual Orientation Unit organises talks and seminars to promote the Code

Hong Kong General Chamber of Commerce

Setting example for more employers and the society

Founded in 1861, the Hong Kong General Chamber of Commerce (HKGCC) promotes, represents and safeguards the interests of Hong Kong as an international business centre. It also provides business services, training programmes, and knowledge and networking events to help businesses grow. HKGCC Chairman Stephen Ng Tin-hoi said the adoption of the Code of Practice against Discrimination in Employment on the Ground of Sexual Orientation can help eliminate discrimination and ensure that all staff members are treated equally and have the same employment opportunities, irrespective of their sexual orientation. As a result, HKGCC can recruit and retain the best talent available. He stressed that it is in corporations' best interests to promote non-discrimination and equal opportunities. When hiring staff, HKGCC considers the experience,

ability, calibre and knowledge of job applicants, definitely not their sex, sexual orientation, age or race.

Ng said, "employers who provide equal opportunities can recruit, retain and motivate quality people to work in their companies. HKGCC has been a supporting organisation of the Code since 2014. The Chamber stresses employment equality for employees in its employee handbook, and its human resources department adopts discrimination-free practices from advertising for recruitment to vetting of applications, interviewing and shortlisting.

"People from different cultures and backgrounds may bring different knowledge, options and perspectives to problem solving, helping us to deliver more innovative solutions," Ng said. "Also, the ability to attract world-class talent -- regardless of their gender, sexual



Stephen Ng Tin-hoi,
HKGCC Chairman

orientation or other background -- is crucial for Hong Kong to maintain its competitiveness as a leading global business and financial hub. Many of the Chamber's members say that skills and experience are always foremost in their decision to hire a job applicant. We hope the HKGCC's support of the Code will set an example for more employers and for society at large."

Hyatt Regency Hong Kong, Sha Tin

The Code serves as bedrock of care for employees

Hyatt Regency is one of Hyatt's signature brands of hotels. Its Sha Tin hotel is the first international hotel brand in New Territories, which also serves as a teaching hotel of the Chinese University of Hong Kong.

The 562-room hotel has pledged to adopt the Code only recently, but the culture of equality in the working environment is deeply rooted in the international hotel group.

Wilson Lee, General Manager of Hyatt Regency Hong Kong, Sha Tin said, "Our group motto: We care for people so they can be their best, care for our employees so they can extend the care to our clients. Equal opportunities principles suggested in the Code are the bedrocks of our care for employees, fully reflecting our hotel's belief. Hospitality is a business with diversified clients and require

a diverse and accommodating team to provide service. The Code has proved to be attractive to job seekers, especially the younger generation who would consider if the potential employer's management style tallies with their own belief when choosing job."

Amy Ho, the hotel's Director of Human Resources said, "We adopted the Code immediately upon invitation. Hospitality is an encompassing business. Our staff serve clients from different culture and background, touching on new thoughts and issues every moment. Our hotel needs staff with good ability and performance. We never consider their ethnicity, sex and sexual orientation when we offer employment and training or assign work to employees. The consistent selection criteria suggested in the Code and



Wilson Lee, General Manager & Amy Ho, Director of Human Resources,
Hyatt Regency Hong Kong, Sha Tin

the company's culture complement each other. The management meets new recruits in person during orientation to instil the value of tolerance and respect so that our staffs are aware of the importance of diversity, including matters relating to sexual orientation."

Hong Kong Academy of Medicine

Reinforcing the existing equal opportunities policies

Established in 1993, the Hong Kong Academy of Medicine (HKAM) is the sole statutory body which trains medical specialists in Hong Kong, with over 7,700 Academy Fellows. HKAM aims to promote the advancement of the art and science of medicine; to foster the development of continuing medical education; to promote the improvement of health care for Hong Kong residents; to foster a spirit of co-operation among medical practitioners; and to facilitate the exchange of information and ideas in medicine and matters concerning the medical profession.

HKAM Chief Executive Officer Aaron Cheng said, "Adopting the Code simply reinforces the continuation of the body's long-standing practice of equal employment opportunities and demonstrates HKAM's

respect to equal opportunities. Internally, it is also our endeavour as a responsible employer. HKAM uses its e-newsletter and intranet to get the message across to its staff and fellows. Staff at HKAM support the move and believe that it has a positive effect in enhancing corporate image."

In terms of management, HKAM values meritocracy. Staff with the right experience, ability and performance will be chosen for promotion, regardless of their sexual orientation. HKAM organises regular training courses to introduce equal opportunities, including that of sexual orientation, for their staff. Meanwhile, the HKAM has designated staff to counsel or assist fellow staff members who feel stressed by factors including discrimination and anxiety from work.

Cheng added: "HKAM always respects



Aaron Cheng,
HKAM Chief Executive Officer

equal employment opportunities, just like all medical practitioners who serve people and the wider community in a selfless and non-discriminatory manner. We have no hesitation in adopting the Code, and I hope that more public bodies and employers in the medical sector will adopt the Code to eliminate discrimination on ground of sexual orientation and to reinforce respective existing equal opportunities policies."

Kerry Logistics Network Limited

Creating a professional working culture for betterment

Headquartered in Hong Kong, Kerry Logistics Network Limited (KLN) is one of the most established international logistics providers in Asia. Its core businesses encompass integrated logistics, international freight forwarding, express and supply chain solutions. KLN became a listed company on the main board of Hong Kong Stock Exchange in 2013. It employs 2,300 local full-time and part-time individuals.

As the employer of some 28,000 people globally, the company has adopted the global policy of championing equality in working environment. All kinds of discrimination, including sex, race, sexual orientation, are prohibited in workplace. Ivy Wong, KLN's Group General Manager in Human Resources & Administration said, "We have earlier announced on the intranet internal guidelines on equality for reference and compliance. Our

company pledged to adopt the Code at the end of last year following the appeal of the Government. The Code is believed to have further affirmed the company's equal opportunities policy."

Ms Wong added, "Factors such as sexual orientation do not affect one's performance. We issued very clear recruitment guidelines to ensure fairness in the recruitment procedures. The management directly handles grievances from staff members, if any, with due care and confidentiality. To carry out the best practice recommended in the Code, we are committed to providing staff training to raise awareness towards equal opportunities."

Jacky Chan, Deputy Director - Integrated Logistics of Kerry Logistics Hong Kong said, "KLN has an open, tolerant and people-oriented management. Hong Kong's operation has a system designed to address the issues that may



Ivy Wong, Group General Manager in Human Resources & Administration, KLN & Jacky Chan, Deputy Director - Kerry Logistics Hong Kong

compromise the working environment based on close liaison between staff irrespective of ranks. The system continuously engages and rewards the employees so that all staff can easily voice their opinion on a diverse range of subjects via a range of on- and off-line channels. This is conducive to creating a professional working culture which helps the company to develop towards the right direction."