FELLOWSHIP DIGNITY POLICY

Resolve is dedicated to ensuring an enjoyable as well as a harassment and discrimination-free experience for all participants in the fellowship. You are also expected to act appropriately and in ways that support diversity and inclusion, in line with Resolve’s mission, vision and values. This is indeed the very spirit of the fellowship - which deliberately seeks to bring people from diverse walks of life together to foster solidarity and advance positive social change.

Resolve embraces and encourages differences based on protected characteristics, such as, but not limited to, age, sex, race, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, religion, sexual orientation, socio-economic status and other distinctions.

All participants (such as the fellows, mentors, guest speakers, partners, advisors, Resolve staff and volunteers) in the fellowship are expected to ensure that diversity and inclusion are respected, protected and promoted. Please see the information below related to our dignity policy, which as a participant, you agree to comply with. In turn, this policy is also set out to ensure that your dignity is respected as well.

ANTI-DISCRIMINATION

Resolve is committed to the human rights principles of equality and non-discrimination. Everyone in the program will be entitled to equal opportunities without distinction of any kind, such as, but not limited to, the characteristics set out above. As a participant in the program, you agree to refrain from discriminatory behavior.

Direct discrimination is treating a person less favorably because of a protected characteristic. It also includes instances where perceptions or assumptions about a person having such characteristics, even if these are incorrect, lead to less favorable treatment. Direct discrimination also includes cases where people are treated less favorably because they associate with someone (a family member, friend, etc.) who has a protected characteristic.

Indirect discrimination occurs when an apparently neutral provision, criterion or practice is applied across all groups, but this would put those with a particular protected characteristic at a particular disadvantage when compared with others who do not share this characteristic.

ANTI-HARASSMENT & BULLYING

Resolve does not tolerate bullying or harassment, whether it is related to a protected characteristic or not. Each person in the program should be treated with dignity and respect. As a participant, you agree to refrain from conduct that constitutes harassment or bullying.

Harassment & bullying is unwanted conduct related to a protected characteristic or of a sexual nature which has the purpose or effect of: violating an individual's dignity; or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. This behavior can be offensive and make someone feel intimidated or humiliated.
Unwanted conduct might include, but is not limited to, for example, spoken or written words or abuse; offensive emails, tweets or comments on social networking sites; images and graffiti; physical gestures; facial expressions; jokes. It can be carried out by a person or a group of people.

Victimization happens when a person is given different treatment or punished because they have brought up a claim or allegation of discrimination or assisted somebody else in doing so. It is not normally an answer to an allegation of discrimination to say that the discrimination was not intentional or deliberate.

RESPECT & DIVERSITY

Confidentiality will be maintained by all participants (i.e. fellows, mentors, guest speakers, partners, advisors, Resolve staff and volunteers) in the program to ensure a safe space and environment of trust. This means that all participants will make sure not to disclose personal information that is shared in confidence and trust within the group.

Dignity is maintained by all participants showing mutual respect and kindness for themselves and others. The participants are committed to maintaining a positive, enabling and inclusive environment where collaboration, kindness and mutual support is encouraged and modeled.

Appreciation for diversity means that all participants are committed to peer learning and will place value on not just being exposed to people from different backgrounds, but also different perspectives, life experiences and points of view to enrich their own learning and understanding.

Tolerance for diversity means that all the participants will show acceptance of differences in backgrounds, points of view and beliefs. This includes open-mindedness, flexibility and capacity to maintain mutual respect when presented with these differences.

Promotion of diversity means that participants, so long as they continue to maintain a relationship with Resolve, its fellows, alumni and constituents, will model behavior that demonstrates commitment to diversity and inclusion in their community work and with the wider society.

SPECIAL NEEDS AND REASONABLE ACCOMMODATIONS

Measures and actions will be taken within the capacity of Resolve in order to provide equal opportunities for all participants to make the best out of the program. You are eligible to request for accommodations in regard to your protected characteristics. Common accommodations include gender neutral bathrooms, prayer rooms, breastfeeding rooms, enlarged version of printed materials, etc. The request will be reviewed individually based on the following factors and circumstances:

1. the accommodations are reasonable for the purpose, which is to reasonably fulfill your training needs;
2. the accommodations are the least disruptive and intrusive for the individual;
3. The impact of accommodations on anyone else affected; and
4. The cost of providing or continuing the accommodations.
Most Resolve’s events and workshops are hosted at corporate venues. Some specific accommodations may be subject to availability at the venue. Nevertheless, we work closely with our venue partners to provide all necessary and reasonable accommodations.

COMPLAINTS OR CONCERNS

If you feel that you may have experienced or witnessed any behavior related to discrimination, harassment or bullying, you may choose to either raise your concerns informally with the person or group who committed the offense, or you may approach the Resolve team depending on what you feel would be the most appropriate and effective way to address the issue.

You might consider speaking to a member of the Resolve team (Phoebe or Suki) at any point during or outside of workshops. You are also welcome to discuss with another Resolve team member if you prefer. We will take immediate remedial actions to address your concerns. In the longer term, we may discuss different options with you. You may also consider writing to us via email or whatsapp if you prefer.

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Kimberly Wong: kimberly@resolvehk.org
Contact Number: +852 5500 7898

Complaints will be taken seriously and kept confidential. Violating this policy may result in your participation in the program being affected, at Resolve’s discretion. If you have any concerns or questions about this policy, let us know and we can discuss more with you as well.

We will review the policy on a regular basis and update it from time to time.
Last update: Jan 16, 2023