

## **University Charter of Social Responsibility**

The University Charter of Social Responsibility is established to guide the conduct of activities at CityU so that the University's operation can be managed sensitively and responsibly, whilst giving due consideration to its impact on the environment and society; balancing growth with sustainability. The Charter covers the following areas: Ethics, Students, Employees, Community, Environment, Health and Safety. Members of the University community are required to comply with this Charter.

### **1. Ethics**

- 1.1 The University is committed to promoting ethical standards to be adopted by students, staff and other members of the University community. This should include standards relating to student behaviour, staff teaching and research, academic, administrative and other activities. The President should ensure that there are associated codes of conduct covering the required standards.

### **2. Students**

The University is committed to:

- 2.1 providing a stimulating learning environment for students;
- 2.2 helping students to achieve their maximum potential;
- 2.3 making students aware of the importance and nature of social responsibility as part of their education at the University, for example the need to protect the environment and show care and concern for those in need; and
- 2.4 preparing the students, so that when they graduate, they can make a positive contribution to the community.

### **3. Employees**

The University should:

- 3.1 adopt best practice in its Human Resources Management policies and practices;
- 3.2 assist staff to develop their full potential as members of the University's workforce and provide opportunities for professional development;
- 3.3 observe the fundamental tenets of human rights, safety and non-discrimination;
- 3.4 provide fair compensation and implement minimum wages policy; and
- 3.5 where appropriate, involve employees in the decision making processes, for example, through the Senate and other formal University bodies.

#### **4. Community**

The University should:

- 4.1 communicate with organisations and local residents on the long term development of the University to ensure that these are beneficial to all;
- 4.2 consider giving access to the facilities of the University as appropriate in support of the development of the community; and
- 4.3 promote Knowledge Transfer as a core means of contributing to technological, social and other developments in the community.

#### **5. Environment, Health and Safety**

The University:

- 5.1 ensures that developments in the University are sustainable and do not have a negative impact on the environment;
- 5.2 promotes the concepts of the 3Rs of Reduction, Reuse and Recycling and eliminate, where possible, the use of non-degradable materials;
- 5.3 aims for a continuous reduction of the carbon footprint of the University; and
- 5.4 provides equipment, training and other resources to ensure a healthy and safe environment for the students and staff.

*(As at 4 May 2011)*