

Appendix A – Standard DEI Clauses for Policy Integration

These ready-to-use statements are to be embedded across all VinUniversity policies, guidelines, and forms.

1. Employment Policy

Equal Employment Opportunities

VinUniversity provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to age, disability, race, religion or belief, gender and sexual orientation, gender identity or expression, marriage, pregnancy and maternity, or any other characteristic protected by law.

Maternity and Paternity Leave Support

VinUniversity supports both maternity and paternity leave in accordance with Vietnamese laws, enabling parents to balance work and family responsibilities. This policy promotes gender equity by ensuring job security, benefit continuation during leave, and support for employees returning to work for mothers, while fathers are empowered to participate actively in childcare duties and supporting women's continued participation in the workplace.

Ethical Labor Standards

VinUniversity stands firmly against all forms of exploitation, including forced labor, modern slavery, human trafficking, and child labor. The University is committed to upholding human dignity and the welfare of all individuals and will not tolerate or engage in any employment practices that violate these principles.

Pay Scale Equity

VinUniversity is committed to pay scale equity across all positions and strives to ensure that compensation is free from any bias related to gender, nationality, or other personal attributes. The University actively monitors compensation practices and is dedicated to measuring and eliminating any gender pay gaps to ensure fair and equitable remuneration for all employees.

Flexible Work Arrangements

VinUniversity may approve telecommuting or remote work on a case-by-case basis, considering operational needs and position suitability. All flexible work arrangements require senior leadership approval.

2. Admissions Policy Statement

Equal Educational Opportunity

VinUniversity is committed to providing equal educational opportunities to all applicants and students. The University prohibits discrimination, harassment, and bullying based on age, disability, race, religion or belief, gender and sexual orientation, gender identity or expression, marriage, pregnancy and maternity, or any other characteristic protected by law.

All admissions decisions are made on the basis of individual merit, academic potential, and alignment with VinUniversity's mission, free from bias or unfair treatment.

3. Student Affairs Policy / Student Code of Conduct

Diversity, Equity, and Inclusion

VinUniversity values a diverse and inclusive student community and is committed to ensuring equitable access to programs, services, and activities. No student shall be denied participation, benefits, or opportunities on the basis of age, disability, race, religion or belief, gender and sexual orientation, gender identity or expression, marriage, pregnancy and maternity, or any other characteristic protected by law.

The University upholds a campus culture of respect, belonging, and mutual understanding.

4. Academic Affairs / Teaching and Learning Policy

Inclusive Teaching and Learning Environment

VinUniversity affirms that teaching and learning should occur in an inclusive, equitable, and respectful environment. Faculty are expected to promote academic freedom, intellectual diversity, and respectful dialogue; to design learning experiences that support students from diverse backgrounds and abilities; and to provide accessible lifelong learning opportunities without discrimination based on ethnicity, religion, disability, immigration status, or gender.

Academic Freedom

VinUniversity upholds the principle of academic freedom, ensuring that faculty have the freedom to choose their areas of academic interest and to speak and teach publicly about their scholarly work.

This commitment is exercised in accordance with the laws and regulations of the Government of Vietnam and VinUniversity's internal policies.

5. Research Policy / Ethics and Integrity Policy

Equity and Inclusion in Research

VinUniversity encourages research that reflects diverse perspectives, promotes equity, and benefits society. All research activities must be conducted free from discrimination and bias, ensuring fair access to resources, participation, and recognition for all individuals, regardless of race, gender, nationality, disability, or other protected characteristics.

6. Scholarships and Financial Aid Policy

Equitable Access to Scholarships and Financial Aid

VinUniversity ensures that scholarships and financial aid are awarded equitably and transparently, based on merit and/or need, without discrimination based on age, disability, race, religion or belief, gender and sexual orientation, gender identity or expression, marriage, pregnancy and maternity, or any other characteristic protected by law.

7. Student Accommodation / Accessibility Policy

Accessibility and Inclusion

VinUniversity is committed to creating an accessible and inclusive campus environment. The University provides reasonable accommodation for qualified individuals with disabilities and ensures that all members can participate fully in academic, social, and cultural life.

8. Procurement / Vendor Policy (if applicable)

Supplier Diversity Commitment

VinUniversity is committed to fair and transparent procurement practices that encourage participation from diverse and inclusive suppliers. Discrimination based on race, color, gender, disability, nationality, or any protected characteristic is strictly prohibited in all vendor selection and contracting processes.

Rights for Outsourced Workers

VinUniversity ensures that workers engaged through third-party contractors are afforded equivalent rights and protections. This includes fair wages, safe working conditions, reasonable working hours, and respect for legal requirements, ensuring that all outsourced activities align with the University's values and standards.

9. Employee Code of Conduct Policy

Non-Discrimination and Harassment

VinUniversity maintains a zero-tolerance policy toward discrimination, harassment, bullying, and retaliation in any form. All members of the community are expected to uphold mutual respect, fairness, and dignity in accordance with the University's DEI Policy and Code of Conduct.