



VinUniversity Diversity, Equity, and Inclusion (DEI) Policy

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1.0	27/10/2025	27/10/2025	Developed by: DEI Taskforce Reviewed by: Colleges and HoDs, Vice President of Administration Approved by: President and Provost	1st released

1. Policy Statement

VinUniversity is a private, not-for-profit university in Hanoi, Vietnam, committed to cultivating an inclusive, equitable, and respectful learning and working environment.

The University values diversity in all forms and ensures that no member of the community - student, faculty, or staff - is discriminated, harassed, or bullied. Diversity, equity, and inclusion are integral to VinUniversity's mission of excellence in education, research, and service.

This policy applies to all members of the VinUniversity community, including employees, students, contractors, partners, and visitors, in all programs and activities, ensuring an environment free from discrimination where every member can fully participate and reach their potential.

2. Purpose

This policy establishes VinUniversity's principles and expectations for advancing diversity, equity, and inclusion across all areas - governance, recruitment, admissions, learning, research, community engagement, and operations.

3. Protected Characteristics

VinUniversity explicitly prohibits discrimination, harassment, or unfair treatment on the grounds 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.

4. Policy Principles

- Diversity: The University values the presence and contribution of individuals from varied backgrounds, cultures, and perspectives.
- Equity: Policies, systems, and decisions are designed to ensure fair treatment, access, and opportunity for all.
- Inclusion: Every member is respected, supported, and empowered to contribute fully to the University community.
- Accountability: Leaders, faculty, and staff share responsibility for embedding DEI principles in daily practices and institutional decision-making.

5. Implementation

VinUniversity will integrate DEI principles across all major policy areas, guided by this policy and through:

- Inclusive recruitment and promotion practices
- Equitable admissions processes
- Accessible teaching and learning environments
- Anti-discrimination, harassment and bullying prevention
- Regular monitoring, reporting, and improvement

6. Roles and Responsibilities

Role	Responsibilities
University Council and Senior Leadership	Endorse and resource the DEI Policy; integrate DEI into strategy, budgeting, and evaluation; review annual progress.
DEI Taskforce	Lead and monitor implementation; coordinate training; collect data; publish reports; advise leadership and units.
Deans / Unit Heads	Embed DEI in action plans and into daily operations; report outcomes to the DEI Taskforce (if any).

Role	Responsibilities
Faculty and Staff	Model inclusive behavior; participate in DEI training; integrate DEI into teaching, research, and service.
Students	Engage respectfully; participate in DEI initiatives; foster inclusion among peers; report concerns when necessary.

7. Governance and Review

The Legal Office, in collaboration with Academic Affairs, Student Affairs, and the DEI Taskforce is responsible for implementation and annual review of this policy. Feedback will be incorporated through community consultation.

8. Reporting and Non-Compliance

- VinUniversity provides accessible, confidential reporting channels for any violations of this policy, including discrimination, harassment, bullying, or failure to uphold DEI standards.
- VinUniversity strictly prohibits retaliation against any individual who reports discrimination, harassment, or policy violations. Individuals who report concerns will be protected from educational or employment disadvantages, including but not limited to adverse academic decisions, termination, demotion, or other forms of reprisal.
- Violations of this policy may result in disciplinary action as outlined in the University's codes of conduct, ensuring due process and support for all parties involved.

9. Definitions

For the purposes of this policy and related policy documents, the following definitions apply:

- Belonging means a sense of being accepted, valued, and connected within a community or environment.
- Bullying means repeated and intentional aggressive behavior directed at an individual or group, involving a real or perceived power imbalance, that causes physical, psychological, or emotional harm. It can be physical, verbal, or relational (e.g., exclusion or spreading rumors).
- Disability means a long-term physical, mental, intellectual, or sensory impairment which, in interaction with various barriers, may hinder a person's full and effective participation in university life on an equal basis with others.
- Discrimination means any unfair or unequal treatment of an individual or group based on a protected characteristic. It may occur as an isolated incident or as part of a pattern of behavior and can include harassment or abuse of authority.
- Diversity means the presence and recognition of individual differences in identity, background, and perspective, including but not limited to gender, age, ethnicity, nationality, ability, religion, belief, socioeconomic background, and life experience.
- Equity means fairness and justice in access, opportunity, and outcomes, achieved by recognizing and addressing systemic barriers, especially for underrepresented or marginalized groups.
- Harassment means any unwelcome conduct, verbal or physical, that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, or offensive environment.
- Inclusion means the active, intentional, and ongoing effort to ensure that every individual feels welcomed, respected, supported, and able to fully participate in all aspects of university life.
- Retaliation means any adverse action taken against a person for reporting misconduct, discrimination, or harassment, or for participating in a related investigation in good faith.

Appendix A – Standard DEI Clauses for Policy Integration

These following statements are to be used across all VinUniversity policies, guidelines, and forms that are related to Employment, Human Resources, Admissions, Student Affairs, Academic Affairs, Research, Scholarship, Financial Aid Support, Accommodation, Procurement, ...

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.