

THE EDUCATION UNIVERSITY OF HONG KONG

Equal Opportunities Campus Free of Sexual Harassment

Everyone, irrespective of their gender, pregnancy, breastfeeding, marital / family status, disability, race, age, religion, sexual orientation, political / other opinion, national / social origin, etc. has the right to be respected and be treated fairly. The University has zero tolerance for harassment and discrimination and may refer the case to law enforcement agency (such as the police) where appropriate. Any staff member or student who is found to have contravened the Equal Opportunities Policy is liable to disciplinary action (including dismissal for staff and expulsion for students).

A. Preventing Sexual Harassment

What is Sexual Harassment?

According to the Sex Discrimination Ordinance, there are 2 types of sexual harassment:

Type 1: Sexual harassment targeting an individual








Person A engages in unwelcome conduct of a sexual nature in relation to Person B

Subjective

in circumstances in which a reasonable third party would have anticipated that Person B would be offended, humiliated or intimidated.

Objective

Examples:




- Sexual jokes / comments 
- Spreading rumours about a person's sex life on the Internet 
- Unwelcome physical contact 
- Leering at body parts 
- Sending messages of a sexual nature 
- Unwelcome and persistent date requests 
- Suggesting sexual favour in return for work / academic decision 

Type 2: Creating a sexually hostile environment

Person C engages in conduct of a sexual nature which does not target at Person D, but creates a hostile or intimidating environment for Person D.




Subjective + Objective

Examples:

- Sexually suggestive games 
- Making sexual comments or sharing obscene images in message group, group meeting, student halls, classrooms or offices, etc. 
- Displaying or distributing offensive or pornographic materials such as posters, pinups, cartoons, graffiti or calendars 

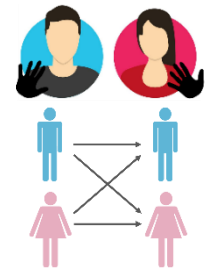
Conduct of a sexual nature

Can be:

- Physical 
- Visual 
- Verbal or non-verbal
- Online message or pictures
- Blatant or subtle
- Intentional or unintentional (even of a playful nature) 
- One-time or repeated incidents

More about sexual harassment

- **Both male and female** can be the **harassers and victims**.
- Sexual harassment may occur between members of the **same sex** or **opposite sex**.
- Sexual harassment may occur at **any time** (on and off school / office hours) and at **anywhere** (on and off campus and online).



- Most sexual harassment acts are committed by **someone the victim knows**. On campus, it can happen between students, university staff and students, coaches and students, and university staff members. Apart from staff and students, the legal protection and liabilities also cover interns, volunteers, contract workers, service users and providers.
- The **minorities**, such as persons of LGBTI (Lesbian, gay, bisexual, transgender and intersex), people with disabilities and non-local students, are **more prone to be sexually harassed**, according to a study of Equal Opportunities Commission. **Care and respect** should be shown instead.



Tips for Preventing Sexual Harassment

- **Respect** yourself and others. Behave properly while meeting classmates, teachers and friends, etc.
- Be aware of **cultural and individual differences**. Behaviour which is acceptable in one culture or a particular person may be regarded as unacceptable or offensive in another.
- If you find or observe unwelcome behaviour, **speak up** at the time or **intervene** under **safe circumstances**. If you wish to stop the behaviour in a more indirect way, **start a new topic** or express yourself with **body language** (e.g. avoiding physical contact or leaving the scene).
- Be sensitive to **signs of discomfort**. Stop and apologise if you notice discomfort.
- Visit our webpage on [Preventing Sexual Harassment](#) (for students and staff) to **learn more**, such as **safe drinking tips** and **support services**.

Short Animations and Online Training for Tertiary Students

[Produced by the Equal Opportunities Commission]

- [Break the Silence: What to do if I encounter Sexual Harassment](#) (2:00)
- [Break the Silence: Step forward and intervene in Sexual Harassment](#) (1:57)
- [e-Certificate Course on Preventing Sexual Harassment on Campus](#) (about 45 minutes)

B. Support Services on Equal Opportunities Campus

[Provided by the Student Affairs Office (SAO)]

For Non-local and Non-Chinese-speaking Students

To promote cultural diversity and facilitate students' university life adaptation, SAO's Non-local and Non-Chinese-speaking Student Support Services is committed to build an inclusive community through experiential learning activities, personal advising and exploration of cultural issues such as race, ethnicity, national origin, and religion.

Website: www.eduhk.hk/sao/info/non_local_student_support_services/

Email: nonlocal@eduhk.hk

Telephone: (+852) 2948 6248

For Students with Special Educational Needs (SEN)

With concerted efforts of departments and offices, the University is committed to providing care and support to students with SEN in order to enhance their participation in the academic activities and campus life. Support services may include study aid, modified campus facilities, counselling, and bursary. Students with SEN are encouraged to disclose their SEN to the Registry during application for timely handling and support provision upon admission. They can also contact the SEN Team of SAO when in need. Staff of SAO will discuss with them on the appropriate and reasonable support arrangements.

Website: www.eduhk.hk/sao/info/counselling_services/sen_support_services/

Email: saosen@eduhk.hk

Telephone: (+852) 2948 6245

For All EdUHK Members

The University is committed to promoting diversity and equal opportunities in academic pursuit and employment, and to eliminating discrimination or harassment against staff, students, and other persons who have dealings with the University.

Website: [Equal Opportunities Policy](#)

[Equal Opportunities Campus](#) (for staff and students)

- [\[e-Certificate Course\] Inclusive Campus and Special Educational Needs](#)

Equal Opportunities and Disability Access Officer

Email: eodao@eduhk.hk

Telephone: (+852) 2948 6012

香港教育大學

預防性騷擾 共建平等機會校園

每個人，不分性別、懷孕、餵哺母乳、婚姻狀況、家庭崗位、殘疾、種族、年齡、宗教、性傾向、政治或其他見解、民族或社會出身等，都有權受到尊重和公平對待。教大對騷擾及歧視行為是零容忍的。個案亦可能被轉介到執法機構（例如警方）處理。任何職員或學生違反平等機會政策要面對紀律處分（包括解僱員工和開除學生）。

A. 預防性騷擾

何謂「性騷擾」？

根據《性別歧視條例》，性騷擾分為兩類：

第一類：針對個別人士的性騷擾







甲向乙做出與性相關的行為，乙不歡迎這些行為

主觀

而一名合理的人在顧及所有情況後，亦應預期乙會感到受冒犯，侮辱或威嚇。

客觀

例子：

- 性笑話 / 言論 
- 在互聯網散播與某人性生活有關的傳聞 
- 不受歡迎的身體接觸 
- 色眯眯看身體 
- 發出有性含意的訊息 
- 不受歡迎和不斷的約會邀請 

- 用性換取工作 / 學業好處



第二類：營造性敵意的環境

丙做出與性相關的行為，而這個行為雖然不是針對丁，卻對丁造成一個有敵意或具威嚇性的環境。

主觀 + 客觀

例子：

- 性含意的遊戲
- 在訊息群組、小組會議、學生宿舍、課室或辦公室等作出與性有關的評論或分享色情相片
- 展示或發放使人反感或色情的資料如海報、豔照、卡通、塗鴉或月曆



與性相關的行為

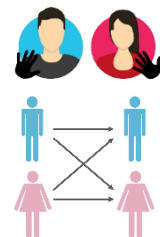
可以包括：

- 身體動作
- 視覺上
- 言語或非言語上
- 網上訊息或圖像
- 隱晦和間接的行為
- 有心或無意的行為（甚至只屬嬉戲性質）
- 一次或經常的行為



更多關於性騷擾的資訊

- 男性和女性都有機會成為騷擾者和受害者。
- 同性或異性之間均可能發生性騷擾。
- 性騷擾可於任何時間（上學和非上學時間 / 辦公和非辦公時間）和任何地方（校內、校外和網上）發生。



- 大部分受害者是被**認識**的人性騷擾。校園內，性騷擾可發生於同學、大學教職員與學生、運動教練與學生和大學職員之間。除教職員及學生外，法律保障及責任亦涵蓋實習人員、義工、合約工作者、服務使用者及服務提供者。
- 根據平等機會委員會的一項調查，**少數社群**，例如性小眾（女同性戀者、男同性戀者、雙性戀者、跨性別人士和雙性人）、殘疾人士和非本地學生，**較易遭受性騷擾**。我們更應對他們表現**關心和尊重**。



預防性騷擾小錦囊

- **尊重**自己和他人。與同學、老師和朋友等相處時表現得宜。
- 注意**文化和個人差異**。對某文化或人認為是可接受的行為，在另一文化或人可被認為是不可接受或令人反感的。
- 如果你發現或觀察到不受歡迎的行為，請向對方**清楚表達**你的感受或在**安全情況下介入**。如果你希望以較間接的方式停止該行為，你可以**開始一個新話題**或以**身體語言**表達（例如避開身體接觸或離開現場）。
- 時刻對別人**不自在的訊號**保持敏感度。如果你注意到對方不自在，請停止並道歉。
- 瀏覽大學的**預防性騷擾**網頁以**認識更多**相關資訊，如**安全飲酒小錦囊**和**支援服務**。（注意：大學活動及/或校園內禁止飲酒。）

給大專學生的動畫短片和網上培訓

[由平等機會委員會製作]

- 打破沉默：遇到性騷擾 怎麼辦？ (1:30)
- 打破沉默：目睹性騷擾 挺身而出 (1:47)
- 電子證書課程：防止校園性騷擾 (約 45 分鐘)

B. 平等機會校園的支援服務

[由學生事務處提供]

給非本地及非華語學生

學生事務處非本地及非華語學生支援服務致力舉辦各種體驗式學習活動及提供個人諮詢，以協助各種文化背景的同學適應大學生活，同時學習尊重不同種族、國籍、宗教，提倡多元文化及促進共融校園的發展。

網頁：www.eduhk.hk/sao/info/non_local_student_support_services/

電郵：nonlocal@eduhk.hk

電話：(+852) 2948 6248

給有特殊教育需要的學生

本校透過各部門的共同努力，提供支援服務予有特殊教育需要的學生，以促進其學習和校園生活。本校提供的支援服務可以包括學習支援、改善校園設施、個人輔導及助學金。我們鼓勵有特殊教育需要的學生於報讀本校時，向教務處表達有關需要，以便於入學時儘早得到支援。他們亦可在有需要時聯絡學生事務處的特殊教育需要支援組。職員會與同學商討合適和合理的支援安排。

網頁：www.eduhk.hk/sao/info/counselling_services/sen_support_services/

電郵：saosen@eduhk.hk

電話：(+852) 2948 6245

給所有教大成員

大學在學術上的追尋及聘用上一向重視平等機會，並決意消除對職員、同學及其他與大學有往來的人士的歧視或騷擾。

網頁：[平等機會政策](#)

[平等機會校園](#) (給職員和學生)

- [\[電子證書課程\] 共融校園及特殊教育需要](#)

[平等機會及關注殘疾平等主任](#)

電郵：eodao@eduhk.hk

電話：(+852) 2948 6012