

FEBRUARY 2022 ISSUE

The EO Beat

THE OFFICIAL PERIODICAL OF
THE EQUAL OPPORTUNITIES COMMISSION

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平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

THE EO BEAT

Upholding equality in the COVID-19 era



For the last two years, Hong Kong has been plagued by the COVID-19 pandemic. With the virus constantly evolving, giving rise to new mutated variants and resurgence of transmissions, so have our lives changed – in working, learning, accessing services and using facilities, amongst others.

As we grappled with outbreaks of the coronavirus at the early stage, the uncertainty and fear of contagion bred stigma and discriminatory acts against different groups – from Mainland Chinese and Putonghua-speaking customers being turned away by restaurants and healthcare workers being denied access to services, to foreign domestic workers being forced to stay home and work on their day off and employees being dismissed because of contracting the virus.

The pandemic also had a disproportionate impact on disadvantaged and marginalised communities, exposing the systemic challenges they had long faced prior to the contagion, such as the language barrier affecting non-Chinese-speaking communities and accessibility issues for people with disabilities. Meanwhile, as the Government and various sectors rolled out strings of infection-control policies and measures, our city was caught in heated debates about their necessity and legitimacy, with some of the rhetoric based on misinformation and loaded with divisive and stigmatising language.

Amid the turmoil, the EOC has been standing at the forefront of addressing questions about the discriminatory effect of policies and measures, speaking for the rights of the disadvantaged and marginalised, and providing redress for those who encountered unlawful discrimination. We issued statements, answered enquiries, handled and conciliated complaints, and offered legal assistance to unconciliated cases where appropriate.



More recently, vaccination requirements imposed by organisations on their employees and the mandatory use of the LeaveHomeSafe mobile app at restaurants and other designated places have sparked a new deluge of concerns about discrimination. Again, the EOC has carefully and thoroughly explained the relevant provisions of the anti-discrimination ordinances, clarifying misunderstandings and conveying the importance of empathy, inclusion and solidarity during these trying times.

Sometimes our answer would be straightforward; other times a more nuanced explanation was warranted, as more complex concepts, statutory exemptions, and the specific circumstances of individual cases came into play. The following paragraphs explain how the law may apply in different scenarios.

Relevant provisions of the Disability Discrimination Ordinance

Definition of disability

The [Disability Discrimination Ordinance \(DDO\)](#) provides a wide definition of “disability” under section 2. It includes the presence in the body of organisms causing or capable of causing disease or illness. The new coronavirus, which causes the disease COVID-19, clearly falls within this meaning. Further, section 2 provides that a disability that “previously existed but no longer exists” is still a disability for the purposes of the DDO. Therefore, both a person who has been infected with the virus and a person who has recovered from a previous infection are considered persons with a disability under the DDO.

Direct discrimination

Disability discrimination occurs when a person with a disability is treated less favourably than a person without a disability because of his or her disability (section 6(A)), provided that the relevant circumstances in both cases are the same or not materially different (section 8). This is also known as **direct discrimination**.

Subject to exceptions (one of which will be discussed below), under section 11(2)(c) it is unlawful for employers to discriminate against persons they employ at an establishment in Hong Kong on the ground of disability by dismissing them or subjecting them to any other detriment.

Accordingly, an employer who sacks an employee because he or she has been or was previously infected with the coronavirus may be liable for disability discrimination. However, section 61 of the DDO provides an exception where:

- the disability is an infectious disease scheduled under the Prevention and Control of Disease Ordinance (e.g. COVID-19); and
- the discriminatory act is reasonably necessary to protect public health.

While employers may wish to rely on the defence under this section in the event of a claim, it must be noted that the burden is on them to adduce evidence to prove that the dismissal or the relevant discriminatory act is indeed **reasonably necessary** for the purpose of protecting public health.

Before engaging in the discriminatory act, employers should give due consideration to factors such as whether there are practicable alternatives, the roles and functions performed by the relevant employee, the nature and duration of risk the infectious disease would cause to the organisation's operations, the possibility of transmission, as well as the consequences of transmission and their severity.



In relation to situations involving COVID-19, employees diagnosed with the disease are likely to be hospitalised and take sick leave to which they are entitled under the Employment Ordinance. They would not be able to return home or resume employment until they meet the discharge criteria, which include being tested negative for the virus, and in accordance with Government requirements, complete a 14-day isolation and health monitoring in designated isolated facilities after being discharged from hospital. In such circumstances, it is unlikely that the act of dismissing an employee with the virus or after he or she has recovered would be “reasonably necessary” for protecting public health.

Indirect discrimination

Last but not the least, disability discrimination may also result from a blanket requirement or an inflexible policy. Under section 6(b) of the DDO, disability discrimination occurs when: (i) a condition or requirement is applied to everyone; (ii) the proportion of persons with a disability who can comply with the condition or requirement is considerably smaller than that of persons without a disability; (iii) the condition or requirement is not justifiable; and (iv) a person with disability suffers a detriment because he or she cannot comply with it. This is known as **indirect discrimination**. How the section may apply to vaccination-related measures in employment settings will be discussed in the following section.

“No jab, No job?”

In May 2021, the Government rolled out the “Early Vaccination for All” campaign, providing vaccination leave for Government employees. Many organisations in both public and private sectors followed suit. However, some were reported to have implemented heavy-handed measures, such as imposing a mandatory vaccination order on all employees and denying unvaccinated employees to existing benefits or even dismissing them.



The notion of indirect discrimination under section 6(b) of the DDO may be relevant in this context because: (i) such policies are essentially conditions or requirements applied to every employee in the organisation concerned; (ii) **employees with certain disabilities, such as a pre-existing illness, may have received medical advice against vaccination**, and therefore are less likely than those without a disability to be able to comply with the policy; and (iii) an employee with the said disability will indeed suffer a detriment if he or she does not get vaccinated and consequently is dismissed or denied an existing benefit.

The key issue, nonetheless, is whether the condition or requirement is justifiable. While the specific circumstances of each case do vary, generally this would depend on whether the employer has a legitimate objective in implementing the policy, such as preventing the pandemic; whether the policy is rationally connected to the purported objective; and whether it is proportionate to the objective.

For example, it can be argued that minimising the risk of transmission of an infectious disease among employees and the customers they serve is a legitimate objective, and that a mandatory vaccination order on all staff can achieve the objective (i.e. bearing a rational connection to it). However, **if there are no alternatives or accommodating measures in place for employees with disabilities who have been medically advised not to receive vaccination, such as allowing submission of test results as an alternative to vaccination, then the blanket mandatory vaccination policy may not be proportionate and justifiable.** The same can be said where the employee with the disability concerned can fulfil the job requirements by working independently, as opposed to a frontline staff member who has to work with others and interact with customers on a regular basis.



Provided that a blanket measure disproportionately and adversely affects employees with a disability, is not justifiable, and indeed leads to the detriment of an employee with disability, then it may constitute unlawful indirect discrimination under the DDO.

LeaveHomeSafe (LHS) mobile app

Another measure that stirred up debate is the mandatory use of the LHS app upon entry to Government and scheduled premises and, from 9 December 2021, all restaurants. While this is certainly an effective control measure to protect public health, it raises concern whether some communities, including those with visual challenges, would be subject to indirect discrimination in using services and facilities as they may be less likely to be able to comply with the requirement due to their conditions or characteristics.



Indeed, the EOC received enquiries and messages from various stakeholder groups, including NGOs representing people with visual challenges, expressing concerns about the difficulties they face in complying with the requirement. The EOC duly conveyed their concerns to relevant Government departments, and urged for flexibility and accommodation for those who have difficulties in using the app.

As announced by the Government on 7 December 2021, persons aged 65 or above and aged 15 or below; those with disability; and other persons recognised by the Government or organisation(s) authorised by the Government may fill in a specified form as an alternative to the use of the LHS mobile app.

The Government has also arranged Braille folders to be distributed in phases to premises displaying the LHS venue QR codes, with a view to assisting people with visual challenges to record their visits to the premises with the app. The exemption and accommodation arrangements go a long way towards avoiding indirect discrimination against people with disabilities and other disadvantaged communities.

At the end of the day, as the EOC Chairperson Mr Ricky CHU Man-kin puts it, “There exists no conflict between non-discrimination and health-driven measures. Protecting public health and upholding equal opportunities for all are not mutually exclusive. It’s all about being reasonable, proportional and necessary in introducing any policy or measure,” he said. “What we need is a pragmatic and rational approach – to iron out differences and balance between different rights – the right to privacy, the right to freedom from discrimination, the right to health protection and above all, the right to life.”



**What we need is to iron out the differences and
balance between different rights.**

- Mr Ricky CHU Man-kin, EOC Chairperson

“The EOC will definitely continue to monitor the situation, as the pandemic evolves. Being the defender of equal opportunities in Hong Kong, we will make full use of our statutory powers to investigate and conciliate discrimination complaints, to assess the potential for discrimination of COVID-related measures, and speak for the rights of the disadvantaged and vulnerable. We’re all in this together, as our community continues the fight against the COVID-19 pandemic.”

Enquiries and complaints related to COVID-19

From January 2020 to December 2021, the EOC handled over 1,540 enquiries and 250 complaints related to COVID-19. Some of these also concerned the vaccination arrangements. In total, the EOC handled over 180 enquiries and almost 20 complaints related to vaccination against COVID-19 between March 2021 and December 2021.

These complaints spanned across different sectors, including employment and the provision of goods, services and facilities. In one case, a customer was refused service by a restaurant, as the latter feared that the customer might have contracted the virus after returning from an infected area, even though the customer already underwent an extensive quarantine period and was not diagnosed with COVID-19. Under the DDO, this might constitute unlawful discrimination against the customer on the ground of disability imputed to the customer.

In another case, an employee was dismissed by the employer shortly after he contracted the virus and while in hospital for treatment. The employer claimed that other staff members felt unsafe to work with the employee due to the latter’s infection and later said that the absence of the employee disrupted the office operation. Under the DDO, this might constitute unlawful direct discrimination against the employee on the ground of disability.

Where conciliation was unsuccessful for these cases and the complainants applied for legal assistance, the EOC conducted thorough analyses of the circumstances of each case and submitted the reports to the Legal and Complaints Committee for consideration. Given that COVID-19 has sparked widespread concerns about discrimination in society, the EOC believes that the legally assisted cases can serve the purpose of raising public awareness about the importance of refraining from discriminatory acts against those who have, or are imputed to have contracted the virus.

(The information in this article is for reference only, and should not be taken as a substitute for legal advice.)

EOC announces findings of Equal Opportunities Awareness Survey 2021

The EOC released findings of the [Equal Opportunities Awareness Survey 2021](#) on 11 November 2021. This was the 6th edition of the public awareness survey since 1998, which aimed to gauge public perception and understanding of equal opportunity issues and the EOC's work.

Conducted between February and April 2021, the survey had a sample size of 1,501 public respondents, who were interviewed on telephone about their attitude towards discrimination, their perception of prevalence of discrimination in Hong Kong, awareness of the EOC's work, and priority of forthcoming equal opportunities issues to be tackled, amongst other topics.

Overall, the public respondents had a relatively high tendency of anti-discrimination attitude, with an index score of 60.7 out of 100. A good proportion of them were aware of the current ordinances prohibiting discrimination, including the Disability Discrimination Ordinance (68.0%), the Race Discrimination Ordinance (61.8%) and the Sex Discrimination Ordinance (61.8%). In comparison, there was lower awareness of the Family Status Discrimination Ordinance (25.8%).

As regards awareness of the EOC, 97.2% of the respondents had heard of the EOC. They also held positive view of the EOC's performance, with an average score of 6.30 (on a scale of 1-10, with 10 denoting "very good").



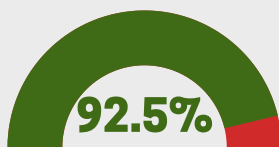
In terms of their perception of prevalence of discrimination in Hong Kong, about half of the respondents considered that discrimination on the grounds of residency status (55.2%), race (51.5%) and age (49.9%) were prevalent in Hong Kong. Indeed, 12.7% of the respondents claimed that they had experienced discrimination or harassment during the 12 months before the telephone interview. Of the various forms of discrimination and harassment, 54.3% experienced age discrimination, followed by sex discrimination (20.5%) and sexual harassment (16.2%).

On the importance level of the forthcoming work on equal opportunities, 92.5% of the respondents considered it very or quite important to urge the Government to introduce a distinct duty on providing reasonable accommodation for persons with disabilities under the Disability Discrimination Ordinance. This was in fact one of the law reform recommendations made by the EOC in its [Discrimination Law Review report](#) submitted to the Government in 2016.

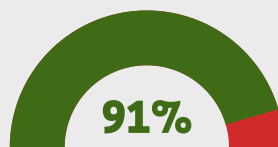


A majority of the respondents also accorded importance to work that encourages businesses and organisations to formulate anti-sexual harassment policies and a complaint-handling mechanism (91.0%), as well as advocacy for reform of sexuality education in primary and secondary schools to raise awareness of issues relating to sexual harassment among young people (90.3%).

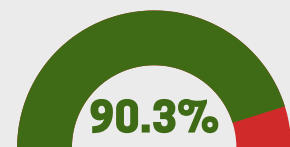
Given the strong social sentiments towards the above issues, the EOC believes that the Government should show its commitment to combating discrimination through legislative reforms and additional resources for public education. Furthermore, with age discrimination being the most common type of discrimination and/or harassment experienced by the respondents, it would be advisable for the Government to consider gathering more empirical data regarding the prevalence of age discrimination through regular and large-scale surveys, as well as consulting the public on legislating against discrimination based on age.



believes it is very/quite important to introduce a duty to provide reasonable accommodation for people with disabilities



believes encouraging businesses to formulate an anti-sexual harassment policy is an important area of future work



said the same about advocating for reform of sexuality education in primary and secondary schools

The full report on the survey findings and infographics can be found on the [EOC website](#).

EOC conducts studies on possible legislation to cover unprotected characteristics



In recent years, the friction and conflict between people born in Hong Kong and those from the Mainland China have continued to intensify. From individuals hurling slurs at new immigrants to restaurants refusing to serve diners from the Mainland or those speaking Putonghua during the COVID-19 pandemic, the hostile and xenophobic acts have exacerbated concerns about discrimination and harassment, and raised question about the adequacy of the existing anti-discrimination ordinances in addressing the problem.

Meanwhile, the discussion over the introduction of legislation to prohibit discrimination on the grounds of sexual orientation and gender identity remains in a deadlock, despite decades of debate. From time to time, individuals in same-sex relationships are bringing their cases to the court to defend their rights to equal treatment, challenging by judicial review the areas of the law and policy that were considered discriminatory.

In either case, it is clear that the existing anti-discrimination law is inadequate to deal with the issues. The EOC has a statutory duty to keep the anti-discrimination law under review, and advise the Government on ways they could be enhanced. Indeed, in 2020, the Government requested the EOC to conduct a holistic review of the current protection from sexual harassment under the [Sex Discrimination Ordinance](#), to identify gaps in protection and, where appropriate, make recommendations for legislative amendments. The EOC completed the legal review and submitted the findings to the Government in October 2021.



With due regard to the above-mentioned discriminatory issues concerning the Mainland arrivals, the EOC undertook a legal study to examine the possible legal provisions for tackling discrimination and harassment between people from Hong Kong and those from the Mainland. In March 2021, the EOC submitted its study report to the Government for consideration.

Meanwhile, the EOC is also conducting another legal study to explore the possible options for legislating against discrimination on the grounds of sexual orientation, gender identity and intersex status in public domains, such as employment, education, and the provision of goods, facilities and services. The EOC intends to consult key stakeholders on the proposals. After considering the views of stakeholders, the EOC will compile a comprehensive research report with its recommendations for the Government's consideration.



It is clear that the existing anti-discrimination law is inadequate in dealing with discrimination against mainland Chinese and LGBTI people in Hong Kong.

EOC enhances social media presence

For the last decade, social media usage has continued to expand in Hong Kong. In January 2021, there were 6.92 million Internet users and 6.41 million active social media users in the city, accounting for 92.0% and 85.6% of the Hong Kong population respectively. (Source: Digital 2021: Hong Kong Report by Data Reportal)

Like many public organisations, the EOC has been making use of social media platforms, namely Facebook, LinkedIn and YouTube, to spread messages of equal opportunities, diversity and inclusion. In September 2021, the EOC further stepped up its online presence by launching an Instagram account "[EO Matters](#)" (平·常·事), with a view to further expanding its reach to the younger generation.



To mark the launch, the EOC collaborated with veteran news and sports photographer Brian CHING on a photo campaign featuring portraits of members of the underrepresented communities in the city. From a Hong Kong-born firefighter of Pakistani descent and a female engineer to a single mother living with depression and people with mobility challenges, their stories shed light on the everyday life and courageous struggle of the underrepresented and marginalised, and reminded us of the importance of empathy, understanding and inclusion.

Besides the photos by Brian, Instagram users can also view multi-visual posts on information, places and events related to equal opportunities. The inaugural post in September 2021 reached over 44 000 people, and another post in November 2021 even reached over 71 000 people. What's more, the followers consist mainly of young people, with over 90% aged between 13-34, and nearly 40% aged 24 or below – the exact targets of the EOC.

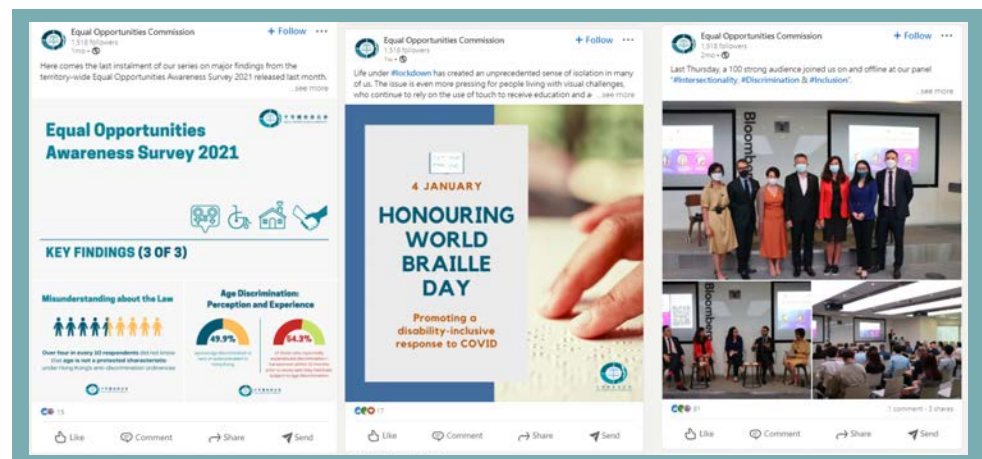


To tie in with the launch of the Instagram profile, the EOC also revamped its Facebook page and renamed it as [EO Matters \(平常事\)](#). In addition to the photos by Brian, the EOC rolled out interactive campaigns from time to time, such as a hashtag campaign on breastfeeding to coincide with the World Breastfeeding Week in August 2021, and a word puzzle prize game during the Mental Health Month Campaign in October 2021. The posts of the former campaign attracted over 60 000 accounts on Facebook.



The EOC also maintained other Facebook pages, namely [EMbRACE](#) and [Uniquely Me!](#). Launched in March 2017, the “EMbRACE” campaign is an ongoing public education and publicity initiative to promote racial equality. The EMbRACE page offers a host of information about events and programmes related to racial diversity and inclusion, while the Uniquely Me! Facebook page, which targets English-speaking youths in Hong Kong, features sharing and talks by youths on how they overcome barriers to achieve their goals in study and career.

As for the EOC’s [LinkedIn](#) account, which is primarily geared for communicating and connecting with the professionals and business communities, the EOC shares information about initiatives related to equal opportunities, diversity and inclusion through this platform, such as findings of the EOC’s research studies, training courses on offer and the Equal Opportunity Employer Recognition Scheme. There are also bite-size explainers of the anti-discrimination law, as well as listings of events by NGOs and civil society groups.



Last but certainly not the least, the EOC maintains a [YouTube](#) channel. Launched in 2008, the channel hosts videos of corporate and educational events, announcements of public interest, documentaries on equal opportunities, and winning entries of video competitions through the years. There are more than 400 videos on the EOC channel, providing education, information and entertainment for viewers.

[Connect](#) with us now through these social media accounts and stay up-to-date on equal opportunities matters.

EOC Celebrates 25th Anniversary with Diverse Online and Offline Activities

The EOC was established in May 1996 to implement the anti-discrimination ordinances. The year 2020 marked the 25th year of operation of the EOC. To commemorate this milestone, the EOC rolled out a series of online and offline activities. The opportunity was also taken to engage different sectors of the community, with a view to spreading the messages of equal opportunity, diversity and inclusion far and wide.



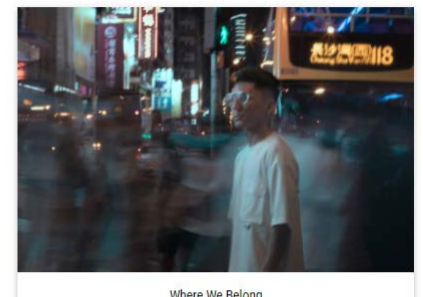
To kick-start the 25th anniversary programme, the EOC released a new corporate video '[Overcoming Barriers to an Inclusive World](#)' in July 2020. Available in Cantonese, Putonghua and English, the video highlights the multi-faceted work of the EOC in the areas of law enforcement, prevention and education. The video is available on the [EOC website](#) and the EOC's [YouTube channel](#).

Also launched in July 2020 was the Children's Colouring and Drawing Competition. Designed for the younger generation, the competition encouraged pre-schoolers and primary students to unleash their creativity and share their thoughts about friendship, mutual respect and inclusion through drawings. Participants could either fill in the colouring sheet based on drawing by famous local illustrator Dreamergo or create their own drawing. The EOC received nearly 700 entries, and the results were already announced in October 2020.



In December 2020, the EOC rolled out another initiative – a visual storytelling campaign named [‘The Way We Are’](#). Featuring over 130 photographic works by the underrepresented and marginalised communities in Hong Kong, the campaign was designed to highlight the challenges of these communities, and the prejudice and discrimination they face in their everyday life. Aside from online exhibition on the EOC website, which attracted over 30 000 page views, the EOC arranged for roving exhibitions of the photos across different parts of Hong Kong, touring from The Mills in Tsuen Wan in January 2021 to The University of Hong Kong in April 2021, the Hong Kong Cultural Centre in August 2021 and finally the Lingnan University in October 2021.

To publicise the campaign and generate buzz among social media users, particularly the younger generation, the EOC engaged Hong Kong-born Indian YouTuber New Dellily to interview some of the photographers and release the [videos](#) on her YouTube channel between December 2020 and February 2021. The videos attracted over 74 000 views as at end-November 2021. Also, the MTR provided the EOC with free poster sites to display posters of the campaign at 87 MTR stations in February 2021.





Another activity related to the underrepresented communities was the Asia Pacific Women Caregivers with Disabilities Conference 2021. The EOC teamed up with the Association of Women with Disabilities Hong Kong to organise this conference on 22 January 2021, which aimed to review the situation and rights of women caregivers with disabilities. The conference was especially timely, given the grave challenges encountered by caregivers and persons with disabilities during the COVID-19 pandemic. To facilitate participation, the conference was broadcast live on social media channels, which attracted some 1 000 viewers.

The highlight of the 25th anniversary celebration was certainly the award presentation ceremony of the [Equal Opportunity Employer Recognition Scheme](#) in May 2021, as the EOC officially reached its 25th anniversary. Introduced by the EOC in November 2020, this first-ever scheme gave recognition to companies and organisations which have excelled in the implementation of equal opportunity employment policies, helping to raise awareness of the benefits of these policies. By the entry deadline of 31 January 2021, the EOC received 420 applications from 192 organisations for the four categories of the scheme, namely Gender Equality, Equality for Diverse Abilities, Family Status Equality and Racial Equality and Inclusion. Together these organisations engage over 220 000 employees in Hong Kong.



After thorough review by the assessment panels, 160 organisations were selected as Equal Opportunity Employers. Among these, 14 were given the Gold Award for excelling in all four categories, while another 10 small-and-medium sized enterprises (SME) were given the Outstanding SME Award. On 14 May 2021, the EOC held an award presentation ceremony in its office, with the Secretary for Constitutional and Mainland Affairs Mr Erick TSANG Kwok-wai, IDSM, JP as the guest of honour. This was followed by a series of six presentation ceremonies on 21 and 26 May 2021, which were conducted in smaller scale due to pandemic safety reasons.

The Equal Opportunity Employer Recognition Scheme not only received positive response and support from stakeholders, but also enhanced the corporate profile and exposure of the EOC, especially online, as organisations shared news about the award on their social media accounts.

Indeed, throughout the year, the EOC continued to engage the community through different online and offline channels. For example, the EOC set up a dedicated [website](#) on the 25th anniversary campaign, which chronicles the major events and projects of the EOC through the last 25 years. Furthermore, a commemorative video featuring EOC Chairperson Mr Ricky CHU Man-kin as the narrator was released to showcase the key initiatives and milestones of the EOC and the positive impact of its work.

For information and events about the EOC 25th anniversary programme, please visit the [EOC website](#).

EOC 25th Anniversary 平等機會委員會 EQUAL OPPORTUNITIES COMMISSION

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Inheriting the Past Charting the Future

Chairperson's Message

Major Events & Projects 1996-2020

Visual Campaign
THE WAY WE ARE
PHOTO EXHIBITION TOUR

Equal Opportunities Commission
25th Anniversary

Equal Opportunity Employer Recognition Scheme

ASIA PACIFIC
WOMEN CAREGIVERS
WITH
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CONFERENCE 2021
亞太區殘疾婦女照顧者
研討會2021

共融世代
兒童編織及繪畫比賽
Children's Knitting
& Drawing Competition

Our People, Our Voices,
Our Mission

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EOC Snapshots

EOC launches the **COMPASS** anti-sexual harassment resources portal

COMPASS | eoc anti-sexual harassment
resource platform
平機會反性騷擾資源平台



In October 2021, the Anti-Sexual Harassment Unit (ASHU) of the EOC launched an anti-sexual harassment resources portal, which offers a wealth of information on preventing and handling sexual harassment.

Entitled [COMPASS](#), the user-centric portal includes law explainers, digests of court cases, research reports, training tools, guidelines for policy formulation, as well as printed and audio-visual materials addressing sexual harassment in various contexts.

In addition, the portal features a prominent “I Need Help” button, which ensures that visitors can quickly locate information or decide on next steps according to their needs, whether it be making an enquiry, lodging a complaint, setting up an anti-sexual harassment policy, or booking a training session with the EOC.

Aside from the portal, ASHU also operates an enquiry hotline (2106 2222), and delivers tailored training to different sectors. Visit the [COMPASS](#) site now to find out more about how to prevent sexual harassment.



EOC mounts publicity campaign on racial equality in tenancy

From time to time, the EOC is informed about unfavourable treatment received by members of the non-ethnic Chinese communities in Hong Kong in renting accommodation, as selected landlords and estate agents decline to rent flat to customers of certain ethnicities.

To raise awareness of the importance of equal and non-discriminatory treatment of tenants of different ethnicities, the EOC rolled out a bus ad campaign in November 2021. Buses carrying the poster themed on “Good Tenants Come in All Ethnicities” could be seen running on various routes in Hong Kong for three weeks.



This followed a MTR advertising campaign between May and July 2021, during which trains running on the Island Line, Tsuen Wan Line and Kwun Tong Line displayed the poster ad on their window panels.

The EOC also produced an [infographic](#) and a [video](#) to explain how the [Race Discrimination Ordinance](#) applies to tenancy-related situations and the avenues of redress for aggrieved individuals. The infographic is available in Chinese, English, Nepali and Urdu, while the video is available in Bahasa Indonesia, English, Hindi, Nepali and Urdu. Both resources have been disseminated to non-ethnic Chinese communities with the support of NGOs and community representatives.

EOC stages integrated publicity campaign to “End Discrimination against Breastfeeding Women”

Effective from 19 June 2021, the [Sex Discrimination Ordinance](#) has been amended to provide protection against discrimination and harassment on the grounds of breastfeeding.

To raise awareness of the new protection under the law, the EOC launched a citywide publicity campaign in the summer of 2021 that encompassed MTR advertisement, TV and radio APIs (Announcements in Public Interest), and social media promotions.

Leading the campaign was advertisement in MTR, as posters on breastfeeding discrimination were displayed in 60 MTR stations from 19 June to 2 July 2021.



On 2 August, the EOC released a series of TV and radio APIs. Entitled 'End Discrimination against Breastfeeding Women', the TV API featured three scenarios of unlawful discrimination against breastfeeding women in employment, when accessing services and using facilities. The TV and radio APIs come in Cantonese, Putonghua and English versions, and are available on the [EOC website](#) and [YouTube](#) channel, besides being broadcast on local TV and radio stations.

The EOC also rolled out promotions on its social media platforms, in support of the annual celebration of World Breastfeeding Week in the first week of August 2021. As well as explaining how the anti-discrimination law protects women in Hong Kong from discrimination and harassment based on breastfeeding on its LinkedIn and Facebook platforms, the EOC also engaged Facebook users through a hashtag campaign, inviting them to share photos and show their support for breastfeeding.



Earlier in the year, the EOC already released a series of [guidance and leaflets](#) online, so that employers, providers of goods, facilities and services, as well as other stakeholders can get prepared and put in place necessary policies to comply with the law. Talks were also organised for stakeholder groups to brief them on the legislative amendments and their impact.

