

# Workshop on Increasing Awareness against Sexual Harassment and Abuse

Equal Opportunities Commission  
Ethnic Minorities Unit

December 2020

# Objectives

- To educate participants about the unlawful acts of sexual harassment & child abuse
- To improve awareness level of participants on sexual harassment & child abuse
- To provide participants with necessary information to seek help & redress in case sexual harassment and/or child abuse take place

# Equal Opportunities Commission

- A statutory body, set up in 1996
- Funded by the government, operates independently
  - Handle complaints lodged under the anti-discrimination ordinances
    - investigation and conciliation
  - Review legislation and issue guidelines
  - Education and promotion
  - Investigate issues affecting the public at large



平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION

Pop Quiz  
(1)



How many discrimination ordinances are there in Hong Kong?

- A. 1
- B. 2
- C. 3
- D. 4

Pop Quiz  
(1)



How many discrimination ordinances are there in Hong Kong?

- A. 1
- B. 2
- C. 3
- D. 4

Answer:

D

# Anti-Discrimination Ordinances in Hong Kong

The Sex  
Discrimination  
Ordinance  
(1996)

The Disability  
Discrimination  
Ordinance  
(1996)

The Family  
Status  
Discrimination  
Ordinance  
(1997)

The Race  
Discrimination  
Ordinance  
(2009)

Pop Quiz  
(2)



If a person continues to advance even after getting rejected, does it count as “Sexual Harassment”?

- A. Yes
- B. No

Pop Quiz  
(2)



If a person continues to advance even after getting rejected, does it count as “Sexual Harassment”?

- A. Yes
- B. No

Answer:  
Yes



# Public Definition of Sexual Harassment



# Legal Definition of Sexual Harassment

According to the Sex Discrimination Ordinance, there are two forms of sexual harassment:


- **Person-to-person harassment**

- ❖ Unwelcome conduct of a sexual nature which makes a person feel offended, humiliated or intimidated

- **Hostile or intimidating environment**

- ❖ A person alone or together with other persons engages in conduct of a sexual nature which creates a hostile or intimidating environment to another person

Applicable Field: Education, Employment, Goods, Services or Facilities etc.



Pop Quiz  
(3)

If a salesperson sexually harass you, can you lodge a complain with the EOC?

A. Yes

B. No

Pop Quiz  
(3)



If a salesperson sexually harass you, can you lodge a complain with the EOC?

- A. Yes
- B. No

Answer:  
Yes

# Harassment is unlawful in the following cases

- Employer ↔ Job applicant/ employee
- Employee ↔ Employee
- Person working in the premises is harassed by person living in the premises
- Student ↔ Teacher /other students
- Tenant ↔ Landlord
- Service Provider ↔ Service User



# Harassment is unlawful in the following cases

-Employer ↔ Job applicant/ employee

-Employee ↔ Employee


-Person working in the premises is harassed by person living in the premises

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Person to person	Hostile Environment
Sexual Jokes	Using sexually suggestive cartoons in teaching a subject not related to sex in class
Offensive communication of a sexual nature (SMS, email, calls etc.)	During recess and/or lunch time, a group of students hanging out in the playground and rate female students who are playing/ chatting/ staying there
Comments about a person's body shape/parts	Display of explicit or pornographic materials, sexual banter
Unwelcome physical contact such as deliberately brushing up against him/her	
Touching or fiddling with a person's clothing e.g. lifting up skirts or shirts, or putting hands in a person's pocket	

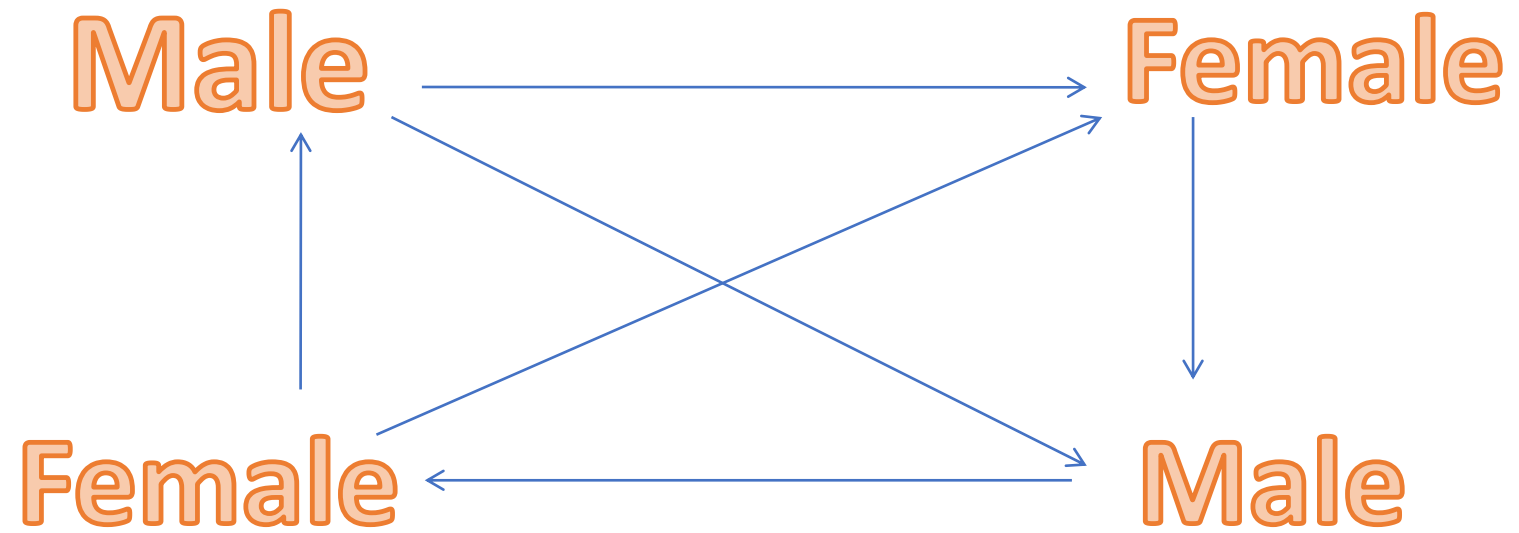


# Are women the main victims of sexual harassment?





# Sexual Harassment



Pop Quiz  
(4)



If someone told a sexual joke but you were not offended, does it count as sexual harassment?

- A. Yes
- B. No

Pop Quiz  
(4)



If someone told a sexual joke but you were not offended, does it count as sexual harassment?

- A. Yes
- B. No

Answer:

No

# What is NOT considered as Sexual Harassment

- Interaction of a sexual nature, flirtation, attraction or friendship which is invited, mutual, consensual and reciprocated is not sexual harassment.



Pop Quiz  
(5)



If there was no witness of the incident, can I still lodge a complaint?

- A. Yes
- B. No

Pop Quiz  
(5)



If there was no witness of the incident, can I still lodge a complaint?

A. Yes

B. No

Answer:

Yes

## You are protected even if:

- Nobody saw it happen
- If you sometimes played along and submitted to sexual behaviour - but did not want to
- If it happened only once



# Sexual Harassment vs. Criminal Offences

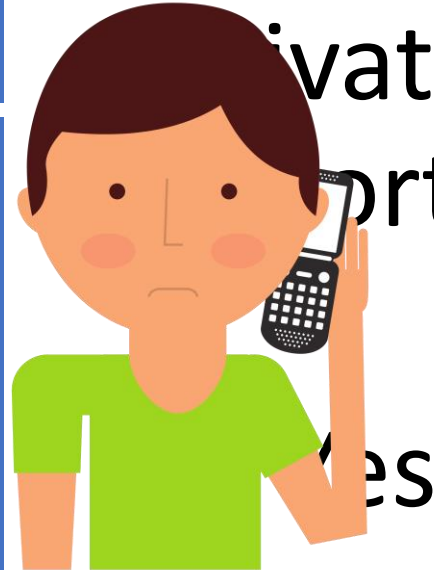
- Indecent Assault
- Indecent Exposure or Loitering Causing Concern
- Rape
- Sending Obscene Emails
- Publishing Obscene Articles





If someone touched your private part, can you report it to the police?

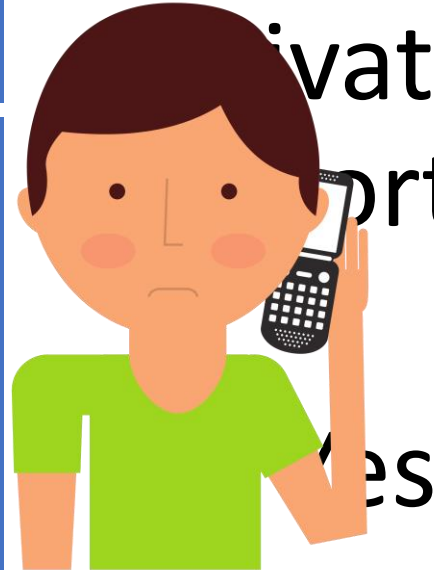
Pop Quiz  
(6)



B. No



Pop Quiz  
(6)



B. No

If someone touched your private part, can you report it to the police?

Answer:

Yes

# Child Sexual Abuse

Any sexual activities involving children, such as forcing a child to submit by enticing or rewarding him/her, or physically abusing a child by means of threats, intimidation or violence



Contact Abuse	Non-contact Abuse
Forced kissing	Viewing pornography together with a child
Unnecessary touching or brushing against a child's body	Having obscene telephone conversation with a child
Touching the breasts and private parts of a child	Peeping at a child in the bath or while changing clothes
Touching of private parts by enticement, threats, rewards or pestering	Exposing a child to sexual acts
	Indecent exposure of body parts to a child
	Taking nude photos of a child



# Who are abusers?

1. Abusers can be anyone: relatives, family members, neighbours, caregivers, teachers, strangers etc.
2. According to statistics, in more than half of the child sexual abuse cases, abuser is known to victim.



# Most common sexual abuse crime scenes

- Learning places
- Home of victims
- Home of relatives/  
senior family members/  
caregivers
- Secluded places



# What you can do if you feel being sexually harassed/abused?

- Say “No”!
- Leave the scene or go somewhere to a safe place or a place with more people
- Talk to an adult you trust for emotional support and advice
- Keep a written record of the incident(s) (dates, time, location, witnesses, what the person said to you and own response. If the person touched you, write down where you were touched)
- Lodge a complaint to the school/with EOC and request investigation and/or conciliation
- Report to the police and/or file a civil law suit against the harasser



打破  
沉默  
.....  
Break the Silence

遇到性騷擾  
怎麼辦？

What to do  
if I encounter

**SEXUAL  
HARASSMENT?**





# If you observed the following:

- Physiologically:
  - Feel physically unwell with no reason
  - Fear to have physical contact
  - Experience insomnia and nightmares
  - Suffer from bulimia or anorexia
- Psychologically:
  - Lose confidence in self and others
  - Feel inferior
  - Feel guilty, angry and ashamed
- Behaviour:
  - Behave abnormally or become emotional
  - Become a child sexual abuser as an adult



# What you can do if your friend is sexually harassed/abused?

1. Listen attentively and show trust in him/her
2. Keep calm
3. Comfort him/her by saying “It is not your fault”
4. Encourage him/her to seek help from a trusted adult/professionals/organisations or report to the police as soon as possible



# What you can do if you have witnessed a sexual harassment/abuse incident?

- Listen to the victim, find out his/her needs and respect his/her decision;
- Provide emotional support and advise on the ways of reporting sexual harassment;
- Intervene, under safe circumstances, by telling the harasser his/her behaviour is inappropriate and the act must be stopped immediately;
- Rectify the harasser's misunderstanding of sex or relationship, if circumstances allow;
- Assist the victim to take action, support and accompany him/her to report to the school or law enforcement agencies; and/or
- Testify for the victim as a witness.





打破  
沉默.....  
Break the Silence

目睹性騷擾  
挺身而出!

Step forward and  
intervene in

**SEXUAL  
HARASSMENT!**

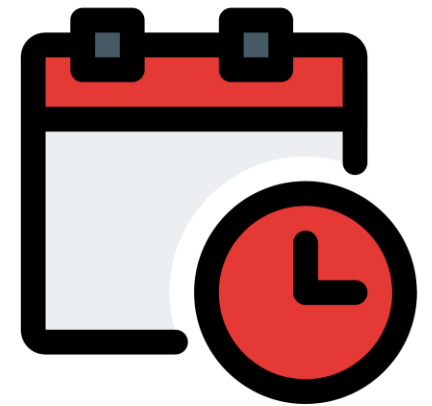
# Assistance offered by EOC

- upon receipt of a written complaint, the EOC will investigate into the matter and endeavour to effect a settlement by conciliation
- the complainant may request the EOC to provide assistance in case conciliation fails, including:
  - giving advice
  - arranging for representation by solicitor or counsel
  - any other form of assistance the EOC considers appropriate
- to assist a complainant to formulate and present his/ her case with the Court
- all information would be treated in strict confidence



# Points to Note

- If the complainant/alleged harasser is a student, he/she is entitled to be accompanied by their parents or relatives
- If a person who has been sexually harassed wants to lodge a complaint with EOC, he/she should do it **within 12 months** after the incident has taken place
- Any decision to take legal proceedings to the District Court should be made **within 2 years** after the incident has taken place



# Counselling / Support Hotlines



- [The Boys' and Girls' Clubs Association of Hong Kong](#) 2520 6800
- [The Hong Kong Federation of Youth Groups](#) 2777 8899
- [Youth Outreach](#) 9088 1023
- [Kely Support Group](#) 2521 6890
- [Breakthrough Counselling Centre](#) 2377 8511
- [The Young Men's Christian Association of Hong Kong](#) 2782 7777
- [Hong Kong Young Women's Christian Association](#) 2711 6622
- [Hong Kong Children and Youth Services](#) (in Chinese only) 2574 7057
- [Hok Yau Club](#) (in Chinese only) 2503 3399
- [Hong Kong Christian Service](#) (Counselling Service) 2731 6251
- [End Child Sexual Abuse Foundation](#) 2889 9933
- [CEASE Crisis Centre](#) 18281 (24 Hours)

## Other Useful Resources

- EOC's on-line self-learning training module on sexual harassment at <http://www.eoc.org.hk:8080/shoncampus>
- EOC's YouTube Channel <https://www.youtube.com/user/HKEOC>





**Protect Yourself from Harm**

**Say No to Sexual Abuse & Harassment**



平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION

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