

1. General

- 1.1 The Equal Opportunities Commission ('the Commission') is a statutory body that administers the current anti-discrimination Ordinances ('the Ordinances') in Hong Kong, namely the Sex Discrimination Ordinance, the Disability Discrimination Ordinance, the Family Status Discrimination Ordinance and the Race Discrimination Ordinance. In discharging its statutory duty, the Commission investigates into complaints to endeavor conciliation between disputing parties. It is also obliged to promote the principle of equal opportunities through public education.
- 1.2 Recognizing that close to 80% of the complaints received are employment related, the Commission seeks to work with employers and employees to ensure they are equipped to implement equal opportunities standards in their work environment. To this effect, a non-profitable membership entity is set up to render support to businesses and organizations on implementation of equal opportunities in the workplace.

2. Name

The name of the club is the EO Club ('the Club').

3. Objectives

The objectives of the Club are to provide information, training and advice to a wide network of employers, human resources practitioners, workplace trainers and equal opportunities officers to improve their understanding of the Ordinances and to assist employers in implementing good management practices.

4. Role of the Commission

The Commission being the administrator of the Club is responsible for providing the Club all necessary facilities (online programs, complementary talks, gatherings, etc.) for carrying on the Club in accordance with these objects and rules.

5. Management

The general management of the affairs of the Club in all matters is under the entire control of, and is conducted by, the Commission or the appointed representative of the Commission.

6. Membership

- 6.1 Every candidate for individual membership must be at least 18 years of age.
- 6.2 The annual membership subscription is:
 - 6.2.1 Hong Kong dollars 350 for an individual member and

- 6.2.2 Hong Kong dollars 600 for corporate membership for two employees.
- 6.3 Subscriptions are due on acceptance as a member and subsequently on the day of renewal in each year or otherwise determined by the Commission.
- 6.4 The Commission may dispense with a subscription fee entirely.
- 6.5 Candidates for election to membership must submit the form of application prescribed by the Commission and complete the necessary application procedures. Not earlier than 3 days after the completion of the application procedures, the candidate may be admitted to membership of the Club.
- 6.6 Acceptance of members is at the sole discretion of the Commission.

7. Register

- 7.1 A register of members must be kept containing the names and contact details of all members.
- 7.2 Each member must inform the Commission of his contact details and of any change of relevant information.
- 7.3 None of these data is available to anyone other than the relevant member or any other member with prior consent of the relevant member.

8. Access to membership privileges

- 8.1 Membership of the Club does not automatically entitle a member to the membership privileges or any part of them the Club offers.
- 8.2 Access is always subject to such terms and conditions as to payment or otherwise as the Commission determines from time to time. When an accepted candidate has paid his first annual subscription, he is a member of the Club and entitled to all the privileges of membership and is deemed to have agreed to be bound by these rules.

9. Termination of membership

- 9.1 The Commission may terminate the membership of any member of the Club whose subscription is more than two months in arrears.
- 9.2 The name of a member whose membership is terminated will be removed from the list of registered members and he will immediately cease to be a member of the Club and forfeit all rights of membership.

10. Cessation of membership

A member may cease to be a member of the Club:

- 10.1 pursuant to rule 9 or
- 10.2 by resignation, which must be notified to the Commission in writing accompanied by all subscriptions due to the date of such resignation or
- 10.3 due to suspension or expulsion as provided in rule 11.

11. Conduct

The Commission may expel or suspend from membership for a specific period determined by the Commission any member:

- 11.1 who acts in breach of the rules or regulations of the Club or
- 11.2 whose conduct is prejudicial to the interests of the Club or its members or in the opinion of the Commission renders him unfit for membership.

12. Rules

The Commission may from time to time revoke, vary, add to or alter the rules of the Club and is the sole authority for interpreting the rules and for settling all disputes relating to the affairs of the Club and the conduct of the members.

13. Interpretation

In these rules:

- 13.1 references to the masculine include the feminine and where appropriate the singular the plural and
- 13.2 the headings are for the ease of reference only and are not to be taken into account in their interpretation.