

EOC NEWS



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

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平等機會委員會通訊

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我們會令香港自豪，
We will make Hong Kong PROUD.

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Give us an equal education opportunity.



大同世界

A World of Colours



不久前，我出席了平機會的巡迴活動「大同世界」，直接與參加者對談。「大同世界」是推廣共融、消除歧視的社區項目。活動吸引各式各樣的參加者：男女老少，華人和非華人都有，確實是我們繽紛社會的縮影。

在與不同族裔人士的言談之間，一位女孩問到教育制度中的不平等問題；另一名男孩站起來說：「我們許多人都修讀『綜合中等教育證書考試』（GCSE）中文科，我可以利用這資格投考警察嗎？」這些提問再次提醒我，香港要實現真正平等仍是長路漫漫。

儘管背景不同，我們都懷抱相同夢想：過合理水平的生活、有能力照顧親人、確保子女只要努力不懈，就能達成志向。

我聽到的提問反映出少數族裔社群，尤其是低收入家庭人士，仍面對不少困難，窒礙他們實現夢想。處理香港少數族裔面對的不平等狀況，是我們一大工作重點。

A while back, I had an opportunity to participate in a dialogue with the audience of "A World of Colours," the EOC's roadshow to promote inclusion and non-discrimination. The event drew a diverse group of attendees – young and old, Chinese and non-Chinese. It was, indeed, a glimpse of the colourful world we live in.

But during the dialogue, I was reminded again of how far Hong Kong must go to achieve true equality. A young girl asked about the inequity in the education system. Another boy stood up and said, "Many of us are studying for the GCSE in Chinese. If I want to join the police with this qualification, will I be able to?"

Despite our different backgrounds, we all share some common dreams: to build a decent life for ourselves, to be able to take care of our loved ones, and to ensure that all of our children, with hard work and perseverance, can achieve their aspirations.

The questions I heard demonstrate how many in the ethnic minority community, particularly those from low-income households, still face significant obstacles in realising these dreams. Addressing the inequalities faced by Hong Kong's ethnic minorities has become a major part of the EOC's work.

教育乃成功的基石。平機會成立的少數族裔教育工作小組，於2011年7月發表報告後，聚焦於如何在主流教育制度下為少數族裔學生爭取平等機會。我們已就此訴求多番向教育局作出呼籲，並提出一系列建議，包括加強學前語言支援和為少數族裔學生制定另一合適中文課程。

新政府上台後，平機會在這方面的工作從不間斷。平機會委員和我於2012年6月與新任行政長官見面，商討有關問題。梁振英先生對我們的呼籲反應積極，認為教育制度應支持和改善少數族裔學生學習中文的能力。

但我們仍需努力，讓更多人明白「多元共融」就是力量。那麼，如何能實現這一點？

我與參加者交談後，有機會聽到「跨文化教育」創辦人羅偉鴻先生(Freddy LAW)和棟篤笑藝人阿V(Vivek MAHBUBANI)兩位嘉賓導師的分享。Freddy在印度及東歐遊歷和工作的日子，和阿V在香港成長的歲月，令他們對被視為「外人」都有深刻體會。我們肯定從他們的經歷中有所領悟。

首先，我們鼓勵不同族群更多接觸交流，以消除對某種族的定型觀念及彼此間的誤解。透過遊歷，Freddy知道一些外國人對中國人有定型看法，但當那些人較深入認識他以後，這些想法隨即一掃而空。

身處香港這城市，我們也可向Freddy學習，多與不同族群接觸交流。根據平機會於2010年進行的研究顯示，本地華人與南亞裔極少社交接觸，因此令兩個社群存在不同程度的疏離和互不信任。

在香港，不同族裔、不同文化背景的人之間有更多交往，有助我們在國際間提升競爭力。哈佛商學院教授Roy Chua最近進行的研究指出，具備良好的跨文化合作能力，是提高創意、達致協同效應的成功關鍵。涉獵其他文化傳統，有助擴闊我們的眼界、反思自己的定型觀念，從而啟發更多新意念、新思維。

With the formation of our Working Group on Education for Ethnic Minorities and their subsequent Report in July 2011, the EOC has focused on how to level the playing field in the mainstream education system for ethnic minority students, in recognition that education is the foundation of success. We have made repeated appeals to the Education Bureau on this front with a set of recommendations including the strengthening of language support at the pre-primary level and the development of an alternative Chinese learning framework.

Our work in this area continues with the new Government. In June 2012, the EOC Members and I met with the then Chief Executive-elect to discuss this issue. Mr. CY Leung was receptive to our appeal that the education system must support and improve the ability of ethnic minority students to learn the Chinese language.

But we need to do more. We must help each other understand that we are stronger together. What can we do to accomplish this?

After my dialogue with the community, I had the opportunity to listen to two guest mentors: Mr. Freddy LAW, the Founder of InterCultural Education, and the media personality and stand-up comedian, Mr. Vivek MAHBUBANI. They had both known what it felt like to be treated as an "outsider" – Freddy in his travels and work in India and Eastern Europe, and Vivek throughout his years growing up in Hong Kong. We can certainly learn a few lessons from their experience.

First, we must encourage greater interaction between different groups in order to eliminate stereotypes. Through his travels, Freddy Law realized that the people he met had stereotypical views about Chinese people, which were easily shattered as they got to know him better.

The same lesson is applicable in our city. According to the EOC's 2010 Study, there is little social contact between the local Chinese society and the South Asian community in Hong Kong. This leads to various degrees of alienation and mistrust between people in the two different communities.

Greater interaction between different Hongkongers would give our city a competitive edge globally. According to a recent study by Harvard Business School Professor Roy Chua, an ability to work well across cultures is a key component to successful creative collaboration. Exposure to other traditions leads one to question their own assumptions, which can lead to greater openness to new ideas and innovative thinking.



我們如何培養自己具備良好的跨文化能力呢？我們可以效法 Freddy，積極探索新的文化經歷。由於香港人來自四海內外，故此我們在孕育跨文化能力方面具備極大潛力，我們必須為跨文化交流提供更多平台。

打破語言隔膜是拉近不同文化和社群差距的有效方法。阿V雖然是印度人，但他從小在香港主流學校受教育。他說：「中文能打破屏障。」這正好說明我們支持少數族裔兒童學習中文的重要性。

不過，有時即使是共用一種語言，也不足以克服長久以來已存在的偏見。在這情況下，我們必須挺身而出。

阿V小時，曾有同學叫他「阿差」。阿V不單沒有畏縮，反而用廣東話回應欺負他的人，說他完全聽得懂同學的說話，這令那個孩子既錯愕又羞怯。那孩子突然領悟阿V和他沒有「分別」，從此不再欺負他。阿V對觀眾說：「無需因為自己有別於他人便覺得比不上人。」

我絕對同意：見到歧視卻袖手旁觀，只會損害自身的權利。我們必須向不公義說不，並且推己及人。在爭取平等對待的過程中也許會交上新朋友。正如阿V一樣，他和欺負他的男孩後來成了最好的朋友。

巴基斯坦裔女孩Kainat RUKHTAR在活動中的演繹為「大同世界」節目劃上圓滿句號。這位只有11歲的女孩抱有遠大理想，她滿有智慧地指出，「大同世界」不單對香港好，也是必需的：

非華裔人士在香港由來已久。160年前我們已在這裡扎根，今天我們在此安身立命。和大家一樣，都是香港人，我們的權利應受到尊重。假如人人學懂接納和尊重不同膚色和文化背景的人，我們就能闖出處處生機的新天地。我們保證會努力打造香港成為一個美麗都市。說到底，我們就是香港！

平等機會委員會主席
林煥光

And how do we train ourselves to work well across cultures? We can follow Freddy's example by actively and consciously seeking out new cultural experiences. Given our diverse population, Hong Kong's potential in this area is massive, and we must provide more platforms for cross-cultural interaction.

To bridge the different cultures and communities, a useful step is to break down the linguistic barrier. As Vivek Mahbubani said, drawing from his experience as an Indian studying in a mainstream school in Hong Kong, "Chinese language can break down walls". That is why it is so important that we support our ethnic minority children in their Chinese learning.

However, sometimes even sharing a language is not enough to overcome long-held prejudice. In this situation, we must speak up.

When Vivek was young, he heard his classmate disparagingly call him "achaa." Rather than shy away, he responded to the bully in Cantonese that he could understand him perfectly, to the other boy's embarrassed surprise. The boy suddenly realized that Vivek is not that "different" from him and stopped bullying him. "Don't think that you are 'smaller' just because you are different," Vivek told the audience.

I could not agree more: Standing aside when we witness discrimination could only serve to weaken our own rights. We must voice out our objection to injustice and reach out to others. What's more, we may make a new friend in the process. Vivek and his bully, in fact, became best friends.

'A World of Colours' ended on a high note with a speech from a young Pakistani girl named Kainat RUKHTAR. An 11-year-old student with big dreams, she shared with us wise words on why "a world of colours" is both good and necessary for Hong Kong:

Non-Chinese people are not a new phenomenon in Hong Kong. We were here 160 years ago and we are here today. We are as local as any Hong Kong person. We demand that our rights be respected. If all of us learn the art of accepting and respecting different colours and cultures, we will be able to venture to new lands of opportunities. And we assure you we will strive to make Hong Kong a beautiful city. After all, we are Hong Kong!

Lam Woon-kwong
Chairperson, Equal Opportunities Commission

消除愛滋病標籤

Zero Tolerance for HIV/AIDS Stigma

今年初有一位年輕醫生自殺，據說他是愛滋病感染者。這宗慘劇令人再次想起負面標籤和歧視的殺傷力。根據平機會於2010年的研究指出，三分一受訪者會「避開和抗拒」愛滋病患者/感染者。

有見及此，平機會加強推廣愛滋病患者/感染者的平等權利及免受歧視。平機會主席林煥光先生在《南華早報》較早前刊出的文章中，探討了對愛滋病患者/感染者負面標籤及歧視造成的負面後果，包括令患者漠視醫療事實、飽受心靈創傷，因而大大阻礙及時適切的治理。林煥光先生亦指出，傳媒能提供知識並影響公眾取態，其角色至為重要。

除主席對社會作出呼籲外，平機會亦致力消除工作間的歧視，於2012年6月19日為平等機會之友會會員舉辦了「消除對愛滋病患僱員的歧視分享會」。

如欲閱讀上述文章，題為「放下歧視與標籤」，請到 <http://www.eoc.org.hk>

The suicide earlier this year of the young doctor who was allegedly living with HIV was a tragic reminder of the destructiveness of stigma and discrimination against people living with HIV/AIDS. According to a 2010 EOC study, one-third of the respondents showed "avoidance and repulsion" towards people living with HIV/AIDS.

In response, the EOC has stepped up our efforts to promote equal rights and non-discrimination of those living with HIV/AIDS. In an article published in the South China Morning Post recently, the EOC Chairperson, Mr. LAM Woon-kwong discussed the negative consequences of stigma and discrimination against people with HIV/AIDS, including how stigma causes people to ignore medical facts, drives people living with HIV/AIDS to psychological despair, and acts as the biggest barrier to timely HIV/AIDS testing and treatment. Mr. Lam also pointed out the important role the media has to play in shaping public attitudes and supplying knowledge.

In addition to the Chairperson's appeal to the community, the EOC also sought to fight workplace discrimination by holding a special seminar for EO Club members on 19 June 2012 entitled, "No More Discrimination against Employees with HIV/AIDS."

To read the Chairperson's article "Everyone benefits when we speak up against stigma", please visit <http://www.eoc.org.hk>



「關懷愛滋」行政總監黃慧筠小姐及利惠公司大中華區人力資源總監何裕昌先生為近期舉辦的平等機會之友會擔任嘉賓講者，解釋公眾對愛滋病的誤解及聘用愛滋病患者/感染者的良好管理措施。一位愛滋病患者/感染者現身說法，分享他如何克服歧視，活出有意義人生。平機會高級訓練主任陳碧霞女士透過不同個案解釋殘疾歧視條例。

Loretta Wong, the Chief Executive of AIDS Concern, and Charles Ho, the Human Resources Director of Levi Strauss Limited, were invited as guest speakers to explain myths about this illness and good management practices in employing people living with HIV/AIDS at a recent EO Club seminar. A person living with HIV/AIDS also shared his experience of overcoming stereotypes to lead a meaningful life. EOC Senior Trainer, Florence Chan, cited cases to explain the Disability Discrimination Ordinance.

平等機會之友會研討會 性騷擾的謬誤 及預防工作間 的性騷擾

EO Club Seminar

Myths on Sexual Harassment and How to Prevent It in the Workplace



若你是人力資源管理的專業人員或僱主，你定想知道甚麼情況被視為違法的性騷擾行為；以及當員工受到性騷擾而向你求助時，應如何處理他們的投訴及向他們提供情緒支援。

If you are a human resources practitioner or employer, you may be eager to know more about what behavior constitutes unlawful sexual harassment in the workplace, how to handle employees' complaints of sexual harassment when they approach you for assistance, and what psychological support can be provided to them in those situations.

平等機會之友會於早前舉行了一場研討會，探討上述問題。活動吸引了超過70位會員參加。反性暴力（Anti 480）資源中心的中心主任王曉霞女士及平機會高級訓練主任陳碧霞女士在研討會上分享了她們的專業意見。

A seminar which attracted over 70 EO Club members was held earlier this year to address the above issues. Ms Dorothy Wong, Centre-in-charge of the Anti-480 - Anti Sexual Violence Resource Centre, and Ms Florence Chan, Senior Training Officer of the EOC, shared their expertise at the seminar.



研討會上進行了小組討論，參加者分享了處理性騷擾投訴的方法。

There were also group discussions at the seminar, during which participants suggested effective ways to handle sexual harassment complaints.

一個關於性騷擾的常見說法是：受害者的行為及衣著風格引致他/她們遭到性騷擾。事實上，個人的行為或衣著選擇並不是性騷擾的理據。王曉霞女士引述一宗真實個案。

One of the common myths on sexual harassment is that the victims invite the harassment by the way they act or dress. In fact, one's behavior or outfit choice is not a justification for sexual harassment. Dorothy quoted a real case.

個案：阿雯在銀行任職文員。每當她穿上較緊身上衣上班時，上司和同事經常談論她的身材。阿雯從沒想過她會因為衣著風格而被取笑。當她向男友和家人投訴時，他們都覺得是小事一宗，她不應過份敏感。他們甚至批評她咎由自取，指她不應穿這類衣服上班。其後，阿雯沒有再穿緊身上衣上班，但同事依舊對她的身材評頭品足，令她覺得受到騷擾。漸漸地，她失去自信，甚至害怕上班，並且患上抑鬱症。

Case: Mandy was a clerical officer of a bank. Her supervisor and colleagues often commented on her figure when she wore a tight shirt to the office. Mandy never imagined that she would be teased by others just because of her clothing style. When she complained to her boyfriend and family members, they thought that it was only a trivial matter and that she should not be too sensitive. They even criticized Mandy and said that it was her responsibility for inviting these comments. They told her that she should not wear such clothes at work. Afterwards, Mandy stopped wearing tight shirts to the office, but she continued to be harassed with similar comments from her colleagues. Gradually, Mandy lost self-confidence. She became scared to go to work and suffered from depression.

王女士補充，在大多數個案中，性騷擾都是由於權力不平衡而產生。騷擾者很多時都是較有權力的人。事實上，「騷擾」根本與受害人的外表、衣著、年齡或其他因素無關，因此，性騷擾受害人不應受到指責。

王女士建議，性騷擾的受害人應堅定和直接地對騷擾者說「不」，並應向僱主及平機會提出投訴。

一般而言，當被投訴時，騷擾者大多不會承認自己曾騷擾他人，他們可能會以不同的藉口為自己辯解。有人會要求他人幫忙掩飾自己的不當行為，有人甚至會脅迫受害人終止投訴。另一方面，性騷擾受害人亦可能會感到困惑和害怕。而當受害人因為外表、衣著或人際關係而被斥為「自取其辱」時，問題就會變得更加複雜。受害人可能會因為感到內咎而在與人相處時失去自信心。他們或會出現缺勤問題或辭職。有些人更可能會患上心理或生理上的疾病。

鑒於性騷擾對受害人帶來的負面影響，機構管理層應從速處理受害人的投訴。他們應體諒受害人的感受，避免批評他們的衣著和人際技巧。

另一位講者平機會高級訓練主任陳碧霞女士介紹了《性別歧視條例》下性騷擾的法律定義。她並講述了兩宗最新的性騷擾法庭個案，解釋騷擾者和僱主的法律責任。

Dorothy added that in most cases, sexual harassment arises from power imbalance. It is common that harassers are in a position of authority over victims. In most cases, the harassment has nothing to do with the victims' appearance, clothing style, age, or other factors. Victims, therefore, should neither be blamed nor have to bear responsibility for the harassment.

Dorothy advised that victims of sexual harassment should firmly and directly say "No" to harassers and lodge complaints with their employers or the EOC.



王女士如何保護自己免受性騷擾，與參加者分享「小貼士」。 Dorothy shared with the audience useful tips to protect oneself against physical sexual harassment.

Generally speaking, after a complaint has been filed against them, most harassers would refuse to admit that they have sexually harassed others. They may use different excuses to defend themselves. Some of them seek support from others to cover up their misbehaviour, and some even intimidate the victims to call off the complaint. On the other hand, victims of sexual harassment might feel confused and scared. The problem is compounded when the victims are blamed for "having invited the harassment" by their appearance, clothing style or interpersonal skills. The victims, feeling guilty, may lose confidence in themselves and in their

interactions with others. They may be absent from duties or even quit their job. Some of them may develop psychological or physical problems.

In view of the adverse impact on victims of sexual harassment, management should handle the complaints promptly. They should understand the emotional feelings of the victims and avoid criticizing their clothing styles and interpersonal skill.

Another speaker Ms Florence Chan, Senior Training Officer of the EOC, introduced the legal definition of sexual harassment under the Sex Discrimination Ordinance. She also shared with the audience the two latest court cases on sexual harassment and the legal liabilities of the harassers and the employers.

法庭個案A及有關分析

個案：原告人L在求職時出席了某公司的面試，負責面試的是該公司一名高級職員。面試過後，她收到該名職員帶有性暗示的短訊。她上班後，該職員對L再三作出不受歡迎的性要求，包括觸碰她的身體，以及一面把手放在自己的私處，一面以挑逗的目光看着她。L迴避與他接觸，她最後遭解僱。

分析：解僱信雖載有對L的工作表現的批評，但沒有提出證據，而L事前亦無收過任何警告信。區域法庭裁定這一宗是明顯的性騷擾個案。無論僱主是否知道或容許有關僱員的行為，仍可能因為其僱員在受僱期間的作為而要負上轉承責任。

法庭個案B及有關分析

個案：原告人P是某政府部門的職員，她指稱其男同事X經常向她講猥褻的說話，又對她做出帶有性含義的面部表情，並凝視她的胸部，更要求她在辦公室吻他。她把這些遭遇記錄下來。

分析：P已向僱主正式投訴X，但X否認所有不當行為。由於本個案的證人口供內容含糊，僱主因而斷定此投訴缺乏實質。個案其後被帶上法庭。值得注意的是，雖然缺乏目擊證人，而P又沒有實質證據，但區域法院在處理性騷擾申索時採用「相對可能性的衡量」為原則，即使缺乏佐證，騷擾作為仍然可以成立。在本個案中，法庭認為各證人就P的申索而提供的證人陳述書，其所載事件的發生時間一致，法庭亦把P就有關作為所做的記錄列為證據。

由於性騷擾往往是在沒有第三者在場時發生，有些受害人可能因為缺乏目擊證人或實質證據而不願作出投訴。這次的法庭裁決顯示，性騷擾的受害人沒有必要沉默啞忍。

預防工作間性騷擾的措施：

- 必須切實執行相關的政策及程序；
- 各方應理解、執行和遵從政策；
- 必須制定投訴處理程序，及培訓管理人員了解如何處理性騷擾的投訴；
- 所有僱員都應認識甚麼情況會構成性騷擾；
- 提倡性騷擾零容忍的工作文化。

Court Case A and Analysis

Case: L, the Plaintiff, attended a job interview by a senior staff member of a company. After the interview, she received SMS messages with sexual overtones from that senior staff. When she began her employment at the company, the senior staff made repeated unwelcome sexual advances towards L, including brushing against her body and leering at her while putting his hand on his private parts. L avoided contact with the senior staff member and was eventually dismissed.

Analysis: The dismissal letter contained criticism of L's performance. However, no evidence was given and no written warning had been issued against L. The District Court found that this was a clear case of sexual harassment. Employers may also be vicariously liable for the acts done by their employees in the course of employment, whether or not these were done with the employers' knowledge or approval.

Court Case B and Analysis

Case: The Plaintiff (P) was an officer of a government department. She alleged that her male colleague (X) often made lewd remarks and facial expressions of a sexual nature to her, stared at her breasts, and asked her to give him a kiss in the office. She took notes of what had happened to her.

Analysis: P had lodged a formal complaint against X to the employer. X denied all the wrongdoings. Because witness statements on the case were vague, the complaint was found to be lacking in substance by the employer. The case later was brought to court. It is important to note that despite the lack of an eyewitness statement or concrete evidence from P, the District Court employs a "balance of probability" approach when handling sexual harassment claims. A harassment act may be established even in the absence of corroborative evidence. In this case, the Court considered the consistency of the timeline of events from witness statements in connection to P's claims, and also took as evidence the notes P made of the acts.

As sexual harassment acts often happen in isolation, some victims may feel reluctant to come forward without an eyewitness statement or concrete evidence. This court ruling indicates that victims of sexual harassment no longer need to suffer in silence.

Preventive measures to eliminate sexual harassment in the workplace:

- Policies and procedures must be put into practice;
- Policy should be understood, implemented and observed;
- Complaint handling procedures must be developed and managers should have been trained in how to deal with sexual harassment complaints;
- All employees should be aware of what constitutes sexual harassment;
- A work culture that is free of sexual harassment should be nurtured.

處理投訴的一般原則：

- 向僱員提供正式及非正式的投訴程序；
- 預防使人受害的歧視：任何人如因為曾提出投訴而受到報復，即屬違法；
- 從速處理；
- 保密；
- 保持不偏不倚的立場；
- 足夠的敏感度：管理層應了解為何受害人不願意提出投訴，並應在處理投訴時小心使用適當的言詞。

General principles on how to handle complaints:

- Provide formal and informal procedures on how employees can file complaints ;
- Prevent victimization: it is unlawful to victimize someone for filing a complaint;
- Prompt handling;
- Confidentiality;
- Maintain impartiality;
- Sensitivity: management should understand why people are reluctant to complain and use appropriate language during the complaint handling process.

加入「平等機會之友會」 Join the EO Club

「平等機會之友會」為僱主、人力資源從業員和負責平等機會事宜的工作人員建立網絡平台，並向他們提供資訊、培訓及專業意見。如欲申請加入，請致電2106-2155與梁小姐聯絡。

The EO Club offers information, training and advice to a wide network of employers, human resources practitioners and equal opportunities officers. If you wish to join the EO Club, please call us at 2106-2155 (Ms Leung).

防止校園性騷擾網上課程**Online Programme to Prevent Sexual Harassment**

性騷擾是嚴重的問題，更可能會違反《性別歧視條例》；在教育範疇內作出某些行為，構成在性方面有敵意的環境亦屬違法。平機會與十三間本地大專院校合作，向院校同學及教職員推廣防止校園性騷擾網上課程。宣傳活動包括派發海報及文件夾，並向成功完成課程的學員給予證書和紀念品。課程推出後，已吸引約4000名大學生使用。

請即登入網上課程! www.eoc.org.hk:8080/shoncampus

Sexual harassment is not a joke and is unlawful under the Sex Discrimination Ordinance. It is also unlawful to engage in acts of a sexual nature that create a hostile or intimidating environment in an education setting. The EOC has been working with 13 local tertiary institutions to promote "A Matter of S/HE", our online training course on preventing sexual harassment on campus, to students and staff. As a part of our promotional efforts, we distributed informational posters and plastic folders. We also awarded e-certificates to those who successfully complete the training module. Since its launch, around 4,000 university students have used this online training module.

Log on now at www.eoc.org.hk:8080/shoncampus



無論是青少年抑或成年人，都有機會受到傳統世俗眼光所影響，不知不覺地對自己或別人產生偏見及歧視。一些定型觀念往往窒礙我們無法盡展所長，甚至難以與人融洽共處。平機會自2002年起，每年都會舉辦「無定型新人類」青少年師友計劃，讓年輕一輩透過了解嘉賓導師打破定型觀念的親身經歷，從而擴闊視野、開發新思維。「無定型新人類」至今已踏入第十個年頭，參與人數突破5,000人，近月便有六位在不同領域獨具成就的嘉賓導師，與學生分享他們如何在人生的重重障礙中突圍而出。

It is inevitable for us, teens and adults alike, to be influenced by traditional stereotypes and unwittingly hold prejudiced or discriminatory views about others. Stereotyping hinders the development of our full potential by preventing us from reaching out and seeking diversity in our professional and interpersonal relationships. Since 2002, the EOC has annually organized a youth mentorship programme called Career Challenge. 2012 marks the 10th anniversary of Career Challenge, which has seen more than 5,000 participants over the years. In recent months, six outstanding mentors shared their extraordinary stories with the student participants on how they overcame barriers in their lives.



「雖失去視力，卻沒有失去視野！」 “Blindness doesn't take away my vision!”

香港十大傑出青年、香港傷健共融網絡有限公司主席莫儉榮先生
Mr. MOK Kim-wing, Kim, Recipient of the Hong Kong Ten Outstanding Young Persons Award,
Chairperson of the Hong Kong Network for the Promotion of Inclusive Society Ltd

六歲時左眼已失明的莫儉榮先生(Kim)、十三歲時右眼又因視網膜脫落導致完全失明，但憑著堅定不移的信心和對知識的渴求，他最終都在中四起入讀主流中學，成為首名攻讀會考電腦課程及首個取得浸會大學社會工作系學士學位的全失明人士。Kim年少時也曾因為視障而有過「何必偏偏選中我」的憤慨，但隨着年齡漸長，他

明白失去視力不等於失去活動空間和人生視野。近年來，Kim不遺餘力為視障人士及其他殘疾人士組織各類體育團隊，到本港及海外出賽，他相信，運動不但有助傷健共融，更能磨練殘疾人士的意志及鼓勵他們積極自信地面對人生。

At the age of six, Mr. MOK Kim-wing lost vision in his left eye. When he was 13, he became completely blind due to retinal detachment in his right eye. However, armed with undeterred confidence and a thirst for knowledge, he managed to enter a mainstream school after Form Three. He was the first blind person to take the HKCEE computer course and obtain a Bachelor's degree in Social Work from the Baptist University.

Kim admitted that in the past he was bitter about his disability and often asked himself, “Why me?” However, as he grew older, he realized that losing his eyesight did not mean losing his perspective on life or the freedom to do the things he wanted to do. In recent years, Kim has spared no effort in organizing teams comprising people with visual impairment and other disabilities to take part in local and overseas sporting events. He believes that sports are not only conducive to the inclusion of people with disabilities, but can also help encourage them to take a positive and confident view of life.



「我的人生沒句號。」 “My life has no full stop.”

香港傷殘青年協會主席、十大再生勇士陳錦元先生
Mr. CHAN Kam-yuen, Allen, Chairperson of Hong Kong Federation of Handicapped Youth,
Outstanding Warrior of Regeneration Society

小時候四肢靈活的陳錦元先生(Allen)，七歲時不幸因一次意外，導致雙腿癱瘓。從前社會對殘疾人士普遍存有誤解，在Allen就讀的小學，曾有同學的家長叮囑子女不要跟他玩耍，以防被他的殘疾「傳染」。Allen說當時眼前只有兩條路：一是躲在家裡避免與人接觸，二是接受現實，想辦法克服困難、重過新生。他慶幸自己選對了

第二條路，否則便不能遇上生命中那許多珍貴的人和事。Allen認為殘疾人士也是社會的一份子，也有責任盡力貢獻所長，他現於多個殘疾人士組織擔任義務工作，曾榮獲第七屆「十大再生勇士獎」，及第二屆「香港人道年獎」。

Mr. Allen Chan Kam-yuen was born healthy. Unfortunately, he had an accident at the age of 7 and a resulting brain injury triggered meningitis, causing paralysis in his lower limbs. In the primary school that Allen attended, some parents told their kids not to play with him as they did not want their children to get “infected” by his disability.

He said there were only two choices: to hide away from friends or to accept the disability, overcome the difficulties, and start a new life. He was glad that he took the second option; otherwise he would not have met so many wonderful people, had great experiences, or made any contribution to society.

Allen believes that persons with disabilities are part of society and they should also bear the responsibility of contributing to society. Allen has been a volunteer in several rehabilitation organizations. He was one of the winners of the 7th Ten Outstanding Warriors of Regeneration Award and the 2nd Hong Kong Humanity Award.



「不可含怒到日落。」

“Let not the sun go down upon your wrath.”

香港十大傑出青年、張瑪莉市場推廣（國際）有限公司執行董事及創辦人張瑪莉女士
Ms Mary Pandora CHEUNG, Recipient of the Hong Kong Ten Outstanding Young Persons Award,
Managing Director and Founder of Mary Cheung & Associates (Int'l) Ltd

嘉賓導師張瑪莉小姐 (Mary) 小時候於孤兒院長大，但她沒有因為欠缺父母愛護而怨天尤人，長大後更不遺餘力幫助社會上的弱勢社群。她引述《聖經》語句「不可含怒到日落」來勸告同學要有寬恕的心，就正如大家也曾在犯錯後獲得別人的原諒。Mary 雖是香港小姐冠軍，卻不特別側重外在美。她向同學介紹「美麗商數」

(Beauty Quotient) 的概念——指一個人除了要有端正的外貌，更加要有健康的身心、恰當的禮儀、好學的態度及助人的善心等等，才稱得上是真正的美麗。她又以自己的經歷為例，鼓勵成績未如理想的同學要積極從不同途徑繼續努力學習，時刻裝備自我。

Our mentor, Ms Mary Cheung, grew up in an orphanage but did not blame anyone for her misfortune. On the contrary, she threw herself into the work of helping the underprivileged. She quoted a verse from the Bible -- “Let not the sun go down upon your wrath” -- to encourage students to keep an open and forgiving heart, as each of us has made mistakes in the past and been forgiven by others.

Though Mary won the Miss Hong Kong Beauty Pageant, she does not over-emphasise outward appearance. She introduced the concept of “Beauty Quotient”, which takes an overall approach to beauty, with good looks being just one part of it. A healthy mind, pleasing manners, an enthusiasm for learning and a willingness to help also contribute to a person’s beauty. She encourages constant learning. Quoting herself as an example, Mary encouraged students who had disappointing school results not to give up but continue learning in a proactive manner.

「風景不轉心境轉。」

“Situations don’t change, our perceptions of them do.”

十大再生勇士、流行曲填詞人、註冊社工蘇偉健先生

Mr. SO Wai-kin, Kenny, Outstanding Warrior of Regeneration Society, Pop-song Lyricist, Registered Social Worker



蘇偉健(Kenny) 出生時因意外導致身體痲痺。在主流學校讀書的他既要面對學習困難，又要承受歧視的目光。憑著後天的努力和堅毅不屈的精神，他終於畢業於香港中文大學的中文系，及後更取得香港理工大學社會工作系高級文憑，成為註冊社工，現於香港傷健協會工作，致力推動傷健共融。熱愛文字創作的Kenny喜歡以歌抒情，2005年起以筆名「喬星」為張學友等流行曲歌手填詞，至今出版詞作逾三十首。Kenny以過來人的身份提示同學，情緒低落或焦慮不安時，即使無法馬上改變周遭的事物，也應盡量調節自己的心態、嘗試以不同角度思考或找人傾訴，切忌故步自封、坐困愁城。

Kenny has cerebral palsy because of complications at birth. Although Kenny faced learning difficulties and discrimination in school, his determination and perseverance gained him a degree from the Chinese University of Hong Kong in Chinese Language and Literature and an Advanced Diploma in Social Work from the Hong Kong Polytechnic University, and became a registered social worker. He currently works for the Hong Kong PHAB Association to promote social integration of people with and without disabilities.

Kenny loves creative writing and he particularly likes expressing his feelings through songs. He has been writing lyrics for pop singers like Jacky Cheung under his pen name "Kiu Sing" since 2005. To date, there are over 30 songs written by him.

Kenny advised the students to find someone to talk to when they were feeling down or anxious. Since circumstances take time to change, one had to change one’s own thinking or try to look at things from a different perspective in order to cope and succeed.



「毋懼標籤，我就是我！」

“Regardless of labeling, I am who I am!”

著名電台及電視主持人阮小儀小姐
Miss YUEN Siu-yee, Kitty, Renowned Radio & TV Host

嘉賓導師阮小儀小姐從小就很有創意，回想起人生中第一次求職，她至今依然引以自豪。原來，當年她寄到商業電台廣告部的一封應徵信，嚴格來說並非一封信，而是一張招租的傳單——上面寫著「有腦出租」。全憑這敢於打破傳統的勇氣，令她得到了第一個工作機會，並且開啟了往後事業上的成功。雖然和電視主持森美合作

時，經常遭對方嘲笑和戲弄，成名後又被八卦雜誌把她標籤為自卑的「剩女」，但小儀都能以豁達和包容的態度一笑置之，並深信只要保存真我本色，定能獲得認同。小儀告訴同學，她從來沒有介意自己身型矮小，而且很感激這個人特徵令觀眾更易記得她呢！

Our mentor, Miss Kitty Yuen, has always been a creative thinker, even as a young girl. She is still proud of the way she got her first job. Her application letter, which was sent to the Advertising Department of Commercial Radio, was very special. Strictly speaking, it was not a letter, but a flyer advertising a “Brain for lease”. Her courage and this unconventional way of presenting herself gained her her first job, which also paved the way to a successful career later.

Her partner, Sammy, is always making fun of her and the media is constantly labeling her a “bachelorette”, but Kitty just laughs it off. She believes that being true to oneself brings genuine appreciation from others. She told the students that she has no regrets about her small stature, rather she is grateful as that makes her unique and memorable with the audience!



「家庭崗位無損工作表現。」

“Family status does not go against your career.”

香港十大傑出青年及著名歌手謝安琪女士
Ms Kay Tse, recipient of the Hong Kong Ten Outstanding Young Persons Award, Popular Singer

在2005年加入樂壇的謝安琪(Kay)，翌年宣布與同為歌手的張繼聰訂婚，並於2007年誕下兒子。Kay說不介意在事業如日方中之際公開結婚生子的消息，就是希望打破一般人對女藝人的定型觀念，而她婚後成就更上一層樓，證明有家庭責任也可同樣有出色的工作表現。Kay一度因工作壓力而出現抑鬱症狀需要接受治療，在康復期間，她嘗試反覆自問有甚麼是最不能捨棄的，當她發現家人和音樂才是她一生中

最珍惜的東西，漸漸便能勇敢前行，走出陰霾。Kay認為情緒病並不可怕，只要及早診治就能痊癒，她亦希望以自身經歷把精神健康的訊息帶給大眾。

Kay Tse debuted her music career in 2005 and announced her marriage to the pop singer Louis Cheung one year later. She gave birth to her son in 2007. Kay did not mind disclosing her news of engagement and pregnancy even during the heydays of her career, since she wanted to break the stereotypical thinking on female performing artists. In fact, Kay achieved greater success in her career after her marriage, showing that family responsibility did not always go against career aspirations. There was also a period when Kay experienced symptoms of depression and needed medication because of work-related pressure. During her days of recovery, she repeatedly asked herself what she could not live without. When she figured out that her family and music were the most important things in her life, she was able to get the right focus and get better. Kay thought that having an emotional disorder was not terrifying, as one could recover from the illness if early treatment was given. By sharing her own experience, she also wanted to spread the message to the public that everyone should take good care of their mental health.



人的一身，難有十全十美，很多人都會特別在意自己所欠缺的、失去的、及不上別人的東西，甚至會費盡心神去抱怨、羨慕、追求。「無定型新人類」嘉賓導師與青少年朋友分享了人生旅途的高低起伏，成功之道各自精彩，唯一相同處，就是他們沒有埋怨自己失去什麼、欠缺什麼。反之，他們只著眼於自己仍然擁有什麼，並將其好好利用，幫助別人。只有衝破既定觀念的藩籬，才能開創自由自在的理想天地。

There is no perfect life. Many people spend their lifetime focusing on what is lacking, missing or inferior and waste all their energy in envy or complaint. By sharing their successes and their ups and downs, the mentors provided an important learning for the teenage participants. Their paths to success may vary, but there is one commonality: they do not focus on what they lack or have lost. Instead they focus on what they have and make the best of it. Only when you break down stereotypes are you able to create a wide new world for yourself and for others.



新片在線 New Video Online

我對星空許願

My Wish Upon a Star

視障人士的能力經常會被低估，這也許因為一般人對視障仍然存有不少誤解和偏見。其實，只要獲得平等的學習和工作機會，他們也可以跟任何人一樣發揮所長，貢獻社會。最新一齣平等機會實錄《我對星空許願》，紀錄了多位視障者如何克服困難，發光發亮，歡迎登入平機會YouTube頻道收看。

Oftentimes, the abilities of people with visual impairment are underestimated, due to the lack of understanding about their disability or stereotypical assumptions about them. In reality, with equal access to education and employment, they would have the opportunity to realize their potential and contribute to society just like any of us. Our latest EO Documentary, My Wish Upon a Star, is now available on the EOC YouTube Channel. It features the stories of people with visual impairment and how they overcame difficulties to lead independent lives.



平等機會多元共融行動完滿結束

Finale of EO Diversity Project

「平等機會多元共融行動」早前舉行壓軸演出，這個電台節目於香港電台第二台播出，為期達13個月。當日的演出吸引近一千名市民參加。活動星光熠熠，包括唱歌表演、嘉賓討論環節、分享會及民族舞蹈表演，推廣「給人人一個平等機會」的訊息。

The finale of the EO Diversity Project, held earlier this year, concluded the 13-month radio programme which ran on RTHK Radio 2 for 13 months. It attracted nearly a thousand participants.

The star-studded concert featured singing performances, talk shows, sharing sessions, and cultural dances to promote the message of "Give everyone a fair chance".





無需啞忍

Don't Suffer in Silence

投訴

原告人P是一位維修技術員。她因工受傷後，被調派到與答辯人X同一組共事。P到新職便開始接觸X，X的行為已令她感到受辱和冒犯，包括對她的外表和衣著評頭品足，又觸摸她身體的不同部位，包括她的手，背部和大腿。P警告X要檢點，並將事件告訴幾位同事。P和X一起工作的第六日，X試圖觸摸P的私處。P制止X的行動，並把事情告訴幾位同事。兩日後P向警方報案。警方拘捕了X，但最終沒起訴他。

P向平等機會委員會(平機會)投訴X性騷擾，又投訴其僱主需為X的性騷擾行為負上轉承責任。

P對僱主的投訴透過提早調解，得以成功解決。僱主同意向所有員工提供平等機會培訓，提醒所有員工公司已設立處理性騷擾的投訴機制，並且為女技術員重新設計制服。

P和X未能透過調解達成協議。雖然X承認部分P的指稱，但否認性騷擾P。例如，他聲稱是P要求為她看掌才會觸摸她的手。調解失敗後，P向平機會申請法律協助，把案件交法庭處理，並獲批准。

在X同意寫道歉信後，案件終庭外和解。道歉信內X表達深切歉疚和請求原諒。他又為P因受到他的性騷擾以致需要接受輔導向P作出金錢賠償。

The Case

P, the Plaintiff, worked as a repair technician. After a work injury, she was transferred to the same team as X, the Respondent. Once P began her new duties, X began to behave in an unwelcome manner towards her, which she found to be humiliating and offensive. These acts included verbal comments about her looks and clothing as well as physical touches by X on various parts of P's body including her hand, back, and thigh. P admonished X for his behavior and told several colleagues about some of the incidents. Six days after P began working with X, he attempted to touch her private part. P rejected his advance and again told several colleagues. She also filed a police report two days later. The police arrested X, but eventually he was not prosecuted.

P lodged a complaint with the EOC against X for sexual harassment, as well as against her employer for vicarious liability for X's harassing acts.

The complaint against her employer was successfully resolved through early conciliation. The employer agreed to provide equal opportunities training to all staff, remind employees of the company's sexual harassment complaint-handling mechanism, and re-design the uniform for female mechanics staff.

P and X were not able to reach an agreement through conciliation. Although X admitted to some parts of P's allegations, he denied that he had sexually harassed her. For instance, he claimed that he touched P's hand because she asked him to read her palm. After conciliation failed, P then applied for legal assistance from the EOC to take X to court, which was granted.

The case was settled out of court after X agreed to provide an apology letter in which he expressed deep regret and asked for forgiveness. He also gave monetary compensation for P to seek counseling as she was distressed by X's acts of sexual harassment.

總結 Conclusion

《性別歧視條例》禁止僱傭範疇的性騷擾。性騷擾指任何涉及性而又不受歡迎的行徑，在一名合理的人眼裡，會認為這些行徑令人感到受冒犯、侮辱或威嚇。遇到性騷擾的人士應記下每件事的細節，向人力資源部門或管理層舉報，並且向信任的人求助。

僱主應謹記，宜主動預防工作間的性騷擾。除非僱主已採取了合理可行措施預防性騷擾，否則便須為員工的違法行為負上轉承責任。

The Sex Discrimination Ordinance (SDO) prohibits sexual harassment in employment. Sexual harassment is any unwelcome sexual behavior which a reasonable person regards as offensive, humiliating, or intimidating. Those who face sexual harassment are urged to take a detailed record of the incidents, report the incidents to the human resources department or management, and speak to someone they trust for assistance.

Employers are also reminded to be proactive in preventing sexual harassment in the workplace, as they may be held vicariously liable for their employees' unlawful acts unless they have taken practicable steps to guard against such behaviours.

社區活動巡禮 Events Calendar



15/10/2012 – 19/10/2012

工作與生活平衡周2012

Work-Life Balance Week 2012

<http://www.communitybusiness.org/WLB/2012/index.htm>



6/11/2012 - 7/11/2012

亞洲多元共融會議2012

Diversity & Inclusion in Asia 2012 Conference

<http://www.communitybusiness.org/D&Iconf/2012/>



社商賢匯 Community Business
2152 1889

9/2012 – 12/2012

思覺健康講座2012

Mental Health Talk 2012

賽馬會思覺健康計劃

Jockey Club Early Psychosis Project

2843 4612

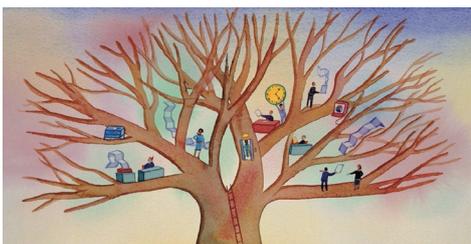
http://www.mhahk.org.hk/chi/sub3_1_news_2012.htm#jcep20120712n



29/11/2012 – 1/12/2012

社企民間高峰會2012

Social Enterprise Summit 2012



香港政策研究基金

Hong Kong Policy Research Foundation
2529 6321

<http://www.social-enterprise.org.hk/organizers.html>

13/10/2012

復康力量傷健共融日2012

Rehab Power Day 2012

香港復康力量

Hong Kong Rehabilitation Power

3471 7000

<http://www.vcast.tv/hkcpday/ComingSoon.aspx>





實踐使命 Mission in Action

約20位平機會義工與來自靈實恩光學校的學童、家長和教職員一起暢遊香港迪士尼樂園，門票由樂園送贈。靈實恩光學校是一所專為六歲至十六歲有嚴重智障兒童而設的寄宿學校。由平機會職員及親友組成的義工隊定期透過探訪學童和帶他們四出遊歷（例如到商場購物和到酒樓品嚐點心），以行動實踐「建設多元共融社會」的價值觀。

Around 20 EOC staff members and their relatives seized a volunteering opportunity to accompany the students, their care-takers, and the teaching staff of Haven of Hope Sunnyside School on a free tour of Hong Kong Disneyland. The Sunnyside is a boarding school providing education services for children aged 6-16 who have severe intellectual disabilities. The EOC team has regularly visited the students and brought them out on a number of outings including shopping and sampling dim sum. Through these activities, the volunteer team has put into practice the EOC core value of "creating an inclusive society for all"!

殘疾歧視個案 Disability Discrimination Case



真的太多病假？ Too Much Sick Leave?

投訴

原告人自1993年起在某連鎖琴行(X)擔任兼職店務助理，上班時間是星期一至五上午和星期日全日。任職期間，她一直是位能幹辛勤的員工。

原告人於2009年9月獲確診肝臟有腫瘤，卻不知是從身體哪個部位轉移過來的。醫生告訴她，一旦確知腫瘤的原生位置，便需要做手術。她向上司報告病情，又表示稍後不時需請假接受治療和做檢查。隨後幾個月，原告人申請了三次病假接受治療，全部病假都獲上司批准。

The complaint

"P", the Plaintiff, has worked as a part-time shop assistant for Company A, a chain of piano shops, since 1993. Her working hours were in the morning from Monday to Friday and all day on Sunday. Throughout her employment, she was regarded as a competent and diligent employee.

In September 2009, P was diagnosed to have a neuroendocrine tumour in her liver which had metastasized from an unknown origin. The doctors told her that she would need an operation once the tumour's originating site is discovered. She informed her supervisor about her illness and her subsequent need to take occasional leave for treatments and examinations. Over the following months, P applied for three periods of sick leave to receive chemotherapy, all of which were approved by her supervisor.

2010年初，原告人對琴行的董事Y表示，由於醫生已找出腫瘤的原生位置，她需要接受大手術。一星期後，Y聲稱生意不景，要求原告人減少她的工作時數，但原告人拒絕。幾天後，Y通知原告人，她上班的琴行不再上午營業，因此正式解僱原告人。但是，原告人竟發現琴行早上仍然營業，而且還聘請了一位新助理替代她。

原告人覺得受騙，便向平機會投訴，指稱琴行基於她的殘疾而歧視她。平機會職員調查後，嘗試為雙方進行調解，但不成功。原告人之後向平機會申請法律協助，把X告上法庭，平機會亦批准其申請。當平機會向X開展法律程序後，雙方同意庭外和解，原告人亦獲得一筆金錢賠償。

In early 2010, P told "Y", a director of Company A, about her need to undergo a major operation as the doctor had found the origin of her tumour. One week later, claiming poor business, Y asked P to reduce her working hours, but P refused. A few days later, Y informed P that the shop where she worked would no longer be open for morning business, and P's employment was duly terminated. However, P was shocked and distressed to discover that the shop remained open in the morning, with a new shop assistant hired to replace her.

Feeling deceived, she lodged a complaint with the EOC alleging unlawful discrimination on the basis of her disability. EOC staff investigated into the complaint and tried to facilitate conciliation between the two parties, but was unsuccessful. P then applied to the EOC for legal assistance to take X to court, which was granted. After the EOC issued legal proceedings against X, the two parties agreed to a settlement out of court, with P receiving monetary compensation.



法理依據 What the law says

根據《殘疾歧視條例》，僱主因僱員的殘疾而歧視他們，即屬違法。在本案中患有腫瘤是殘疾的一種。僱主應向有殘疾的僱員提供合理的遷就，以協助僱員執行工作的固有要求，除非這樣做會對公司造成不合情理的困難。患病需要放病假才會康復，因此，僱主宜在平衡業務營運需要下，盡量為這些僱員提供遷就，以促進他們身心健康，及至最終能提升生產力和整體士氣。

Under the Disability Discrimination Ordinance, it is unlawful for an employer to discriminate against or dismiss an employee because of their disability, in this case the tumour. Employers are required to provide reasonable accommodation to enable a person with disability to perform the inherent requirements of the job, unless such accommodations would cause unjustifiable hardship to the company. Disability-related leave is often necessary for recovery from an illness. Employers are encouraged to accommodate such needs in order to promote staff well-being, productivity, and morale while balancing the operational needs of the business.

七百萬人的先鋒

Women Pioneers

專訪傑出女性・細說成長故事
折射香港歷史・傳承開拓精神
Interviews with women pioneers

節目主持 Programme hosts: 李麗娟 Shelley Lee 區家麟 Allan Au



第一台
香港電台
FM 92.6
FM 94.4

4/2012 - 3/2013
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Every Saturday night
10:20pm-12:00am



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

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