

建立安全環境——反性騷擾事務組

Fostering a Safe Environment — Anti-Sexual Harassment Unit



預防性騷擾是平機會其中一項工作重點。平機會獲得政府撥款，成立了專責的反性騷擾事務組。該事務組於2020年11月正式投入服務。

Preventing sexual harassment is one of the work focuses of the EOC. With funding from the Government, the EOC established a dedicated Anti-Sexual Harassment Unit (ASHU), which came into operation in November 2020.

反性騷擾事務組的工作

Work of Anti-Sexual Harassment Unit

反性騷擾事務組的工作範圍廣泛，包括：

The diverse range of work of the ASHU includes:

- 全面檢討現時與性騷擾相關的法例，找出保障上的缺漏，並適時提出修訂法例的建議；
- 提升大眾對預防性騷擾政策和措施的認識；以及
- 為受性騷擾影響的人士充當第一站的支援角色，提供有關法律條文的資料，以及提供投訴及尋求公道的方法，並轉介至情緒支援及其他服務。

- Conducting a holistic review of the current legal regime to identify protection gaps and recommend legislative amendments where appropriate;
- Promoting public awareness of anti-sexual harassment policies and measures; and
- Serving as a first port of call for those affected by sexual harassment, by providing information on provisions of the law, advice on where to lodge complaints and seek redress, and referral to emotional support and other services.



接獲
Received

439

宗查詢
enquiries

專設熱線及網站

該事務組於2021年1月設立了反性騷擾熱線(2106 2222)，透過這增設查詢途徑向公眾提供有關性騷擾的法律條文、申訴方法，以及轉介情緒支援、輔導及其他社區服務等資訊。

2022年4月至2023年3月期間，該事務組收到439宗有關性騷擾的查詢。這些查詢是公眾透過反性騷擾熱線、平機會查詢熱線、網上查詢表格或電郵、郵寄或傳真，以及親臨平機會辦事處所作出的。當中接近60%來自希望討回公道的受屈人；另超過三成的查詢者是人力資源從業員、代表僱主處理內部投訴或制定反性騷擾機制的人員、旁觀者如目擊者，以及希望協助及支援受屈人的家人和朋友等。

反性騷擾事務組於2021年10月推出有關反性騷擾的專設網站，名為COMPASS。該資源平台提供與性騷擾有關的眾多資訊，包括法例簡介、法庭案例、研究報告、培訓指南、政策大綱，以及有關預防性騷擾的刊物及短片。網站也是公眾查詢的另一個途徑，大約有五分之一查詢者，最先透過網上渠道接觸反性騷擾事務組。

Dedicated Hotline and Website

In January 2021, the ASHU set up a dedicated hotline at 2106 2222, in addition to the existing enquiry channels, to provide the public with information on provisions of the law on sexual harassment, advice on where to lodge complaints and seek redress, and referral to emotional support, counselling and other services in the community.

Between April 2022 and March 2023, the ASHU received 439 enquiries about sexual harassment. These were made through the ASHU's hotline, the general enquiry hotline, online enquiry forms or by e-mail, by mail or fax, as well as in person at the EOC office. Out of these enquiries, close to 60% were raised by aggrieved persons hoping to seek redress, while over 30% were made by HR practitioners, or those representing employers on handling internal complaints or establishing anti-sexual harassment mechanism, as well as bystanders, such as witnesses, friends and family members, who wished to assist and support the aggrieved persons.

In October 2021, the ASHU launched a dedicated website on anti-sexual harassment called COMPASS. The website serves as a resource platform and provides easy access to a host of information related to sexual harassment, such as introduction to the legislation, court cases, research reports, training guidance, policy frameworks, and publications and videos on preventing sexual harassment. The website also serves as an additional channel for the public to submit enquiries, as around one-fifth of the enquirers first approached the ASHU via online channels.



COMPASS
專設網站



COMPASS
Dedicated website

反性騷擾事務組 Anti-Sexual Harassment Unit



貼圖設計比賽頒獎禮

反性騷擾事務組除了處理查詢，還舉辦不同公眾參與及教育活動。該事務組於2022年1月舉辦「尊重與平等：停止性騷擾」貼圖設計比賽。隨着越來越多人在日常使用即時通訊軟件溝通時發送貼圖，該事務組舉辦貼圖設計比賽，以提升公眾對性騷擾的關注和認識，鼓勵各界人士透過說話及行動締造安全的環境，並促進互相尊重和平等，從而消除性騷擾。

是次比賽反應熱烈，收到接近300份參賽作品，作品來自個人參加者，以及超過十間中學和高等教育院校的學生。該事務組於2022年6月10日舉行頒獎禮，由主禮嘉賓政制及內地事務局副局長胡健民先生，MH，JP頒發獎項予公開組、初中組及高中組的得獎者。在頒獎禮中，平機會邀請了公開組及高中組的冠軍分享得獎作品的創作理念，亦邀請了「最積極參與學校獎」的得獎學校的代表，分享制定和推行反性騷擾教育的經驗。截至2023年3月底，貼圖的下載次數超過4 700次。

Award Presentation of Sticker Design Competition

In addition to handling enquiries, the ASHU also organised various public engagement and education activities. In January 2022, the ASHU rolled out a citywide sticker design competition entitled 'Equality and Respect: Stop Sexual Harassment'. Riding on the increased popularity of sending stickers on instant messaging software in everyday communication, the competition aimed to increase the public's awareness and knowledge of sexual harassment, encourage community members to create a safe environment through their words and actions, and promote mutual respect and equality with a view to eliminating sexual harassment.

The competition received enthusiastic responses from the public with close to 300 entries, including participation from individuals and over 10 secondary schools and higher education institutions. On 10 June 2022, the ASHU held an award ceremony for the winners of the competition, with the Under Secretary for Constitutional and Mainland Affairs, Mr Clement WOO Kin-man, MH, JP, acting as the Guest of Honour to present prizes to the awardees in the Open, Junior Secondary School and Senior Secondary School categories. At the event, champions from the Open and Senior Secondary School categories were invited to explain the ideas behind their winning designs and representatives from the 'Most Supportive Schools' shared their experiences in developing and delivering anti-sexual harassment education. As at end-March 2023, there were over 4 700 downloads of the stickers.



公開組冠軍—潘卓瑤
Open Group Category Champion — POON Cheuk Yiu



高中組冠軍—阮茵宜
(香港道教聯合會青松中學)
Secondary School Senior Category Champion
— YUEN Yan Yi
(HKTA Ching Chung Secondary School)



初中組冠軍—楊民逸
(中華基督教會協和書院)
Secondary School Junior Category Champion
— YEUNG Man Yat
(CCC Heep Woh College)

反性騷擾事務組 Anti-Sexual Harassment Unit

建立沒有性騷擾的校園

平機會在2019年發表了《打破沉默：本港大學生性騷擾調查》研究報告（「《打破沉默》報告」）。結果顯示近四分之一（23%）大學生在調查前12個月曾受到性騷擾。自公布調查報告後，平機會與參與調查的九所大學合作，協助它們消除校園性騷擾。為跟進有關進展，平機會於2021年5月去信九所大學的校長／副校長，邀請他們分享採取反性騷擾措施的最新情況。平機會繼而綜合整理大學的回覆，並於2022年5月發表跟進報告。

跟進報告結果顯示，《打破沉默》報告內提出的16項建議，平均有13項獲九所大學採納實施，反映各院校均致力為學生建立沒有騷擾的環境，讓大學生可以安全地在校園學習。其中，在投訴處理機制方面，平機會建議大學應清晰說明各部門處理性騷擾投訴的分工，其反性騷擾政策和投訴程序亦應清楚具體訂明保密原則，以及保障投訴人及證人免受「使人受害的歧視」。全部九所大學已落實有關建議。

Building Harassment-Free Campuses

The EOC released the report entitled 'Break the Silence: Territory-wide Study on Sexual Harassment of University Students in Hong Kong' (Break the Silence report) in 2019. The results showed that nearly one-fourth (23%) of the student respondents had been sexually harassed within 12 months before the survey was conducted. Upon the release of the report, the EOC reached out to the nine participating universities to offer further help on eliminating sexual harassment on campus. To follow up on the progress, the EOC wrote to the Presidents/Vice Presidents of the nine universities in May 2021, inviting them to share updates on their anti-sexual harassment measures. The EOC then consolidated and compiled the replies from the universities and published a follow-up report in May 2022.

According to the follow-up report, the nine universities are committed to building a safe learning environment free of harassment for students. This is evident by the fact that an average of 13 out of 16 recommendations made in the 2019 Break the Silence report were implemented by the institutions. In particular, all nine universities implemented the EOC's proposal concerning complaint-handling mechanism, which emphasised the importance of a clear division of labour between departments when handling sexual harassment complaints, as well as the need to guarantee confidentiality and protection against victimisation in anti-sexual harassment policies and complaint procedures.



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平機會在2022年5月27日發表跟進報告，並在同日舉辦了高等教育界圓桌會議，旨在讓大學分享打擊性騷擾的經驗及挑戰。大學的代表亦就加強大學管治、制定政策、改善投訴處理機制和有效地推行反性騷擾培訓與教育課程進行討論。平機會除了邀請了九所大學的代表，也邀請了其他大專院校及非政府組織的代表出席圓桌會議，讓他們分享消除性騷擾的良好做法。

On 27 May 2022, the EOC held a roundtable discussion for the higher education sector to coincide with the release of the report. The roundtable aimed to provide a platform for universities to share their experiences and challenges in combating sexual harassment. The universities also discussed how to strengthen governance, formulate policies, improve the complaint-handling mechanism, and effectively implement anti-sexual harassment training and education programmes. Besides the representatives from the nine universities, the EOC also invited representatives from other tertiary institutions and NGOs to attend the roundtable to share their good practices for eliminating sexual harassment.

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另外，平機會繼於2023年年初推出為大學教育資助委員會（「教資會」）資助的大學而設的網上培訓教材後，現正製作另一套網上培訓教材，供非教資會資助的高等院校學生使用，預計於2024-25年度完成。

除了製作網上培訓教材，該事務組亦在校園舉行有關防止性騷擾的講座及培訓課程，內容包括鼓勵受害者和旁觀者勇敢發聲及提醒教職員處理內部投訴的重要原則。在2022-23年度，該事務組為兩所大學舉行了五場培訓課程，約有900名職員、研究課程研究生及學生領袖參加。

持續與社區聯繫

反性騷擾事務組一直積極與社會不同界別的持份者溝通，提高他們對性騷擾的關注，並加強彼此的合作和夥伴關係，攜手消除性騷擾。在過去一年，該事務組曾與多個機構和代表會面，包括教育局、立法會議員、各國駐港總領事，以及平等機會婦女聯席和九龍崇德社等非政府組織。

在這些會議上，該事務組向持份者闡釋其工作及介紹平機會有關性騷擾的調查結果，並讓他們進一步了解《性別歧視條例》對性騷擾的定義，以及強調制定消除性騷擾措施的重要性。該事務組會繼續為持份者提供必要的支援、培訓和工具，讓他們能夠與平機會共同打擊香港的性騷擾行為。

Separately, following the launch of an online training module for universities funded by the University Grants Committee (UGC) in early 2023, the EOC is developing another online training module for students of the non-UGC-funded tertiary institutions. The training module is expected to be ready in 2024-25.

In addition to producing online training modules, the ASHU also conducted talks and training sessions on the prevention of sexual harassment in schools, covering topics such as encouraging victims and bystanders to speak up and reminding staff members of key principles when handling internal complaints. In 2022-23, the ASHU conducted five training sessions for two universities, reaching out to around 900 staff, research postgraduates and student leaders.

Continued Engagement with the Community

The ASHU has been actively engaging stakeholders in different sectors in society, raising their awareness of sexual harassment while fostering collaboration and partnerships to eliminate sexual harassment. During the year in review, the ASHU met various organisations, including the Education Bureau, legislators, consuls general and non-governmental organisations, such as Hong Kong Women's Coalition on Equal Opportunities and Zonta Club of Kowloon.

These meetings allowed the ASHU to explain its work and highlight the EOC's research findings on sexual harassment to stakeholders, as well as instil greater understanding of the definitions of sexual harassment under the Sex Discrimination Ordinance, and the importance of putting in place measures to eliminate sexual harassment. The ASHU will continue to empower stakeholders, by providing the necessary support, training and tools, so that they can work alongside the EOC to combat sexual harassment in the city.