



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

平等機會培訓課程

Training Workshops on Equal Opportunities



工作間的性騷擾 – 僱主責無旁貸?

Can employers be held accountable if sexual harassment occurs in the workplace?

查詢 Enquiry :

2106-2155

網址 Website :

www.eoc.org.hk

2012

秋季課程

Fall Programme

性騷擾與僱主的轉承責任

在最近的一宗個案，區域法院判決案中在工作場所受同事性騷擾的女事主勝訴，騷擾者的僱主須為該些性騷擾行為負上轉承責任。

根據《性別歧視條例》，僱主有責任防止和制止工作間的性騷擾。僱主即使不知道機構內曾發生性騷擾，也可能會因為性騷擾行

為而負上法律責任；除非他們在工作場所未發生性騷擾之前，採取合理及切實可行的措施，防止性騷擾的發生。

作為人力資源管理的專業人員及僱主，你是否了解何謂性騷擾？什麼是反歧視條例訂明的轉承責任？在工作間應採用什麼合理及切實可行的措施有效地防止及回應性騷擾？

我們的培訓課程「預防及處理工作間的性騷擾」及「轉承責任」旨在探討上述事宜。要充分了解你的責任，請勿錯過這些課程。

平等機會可提高機構的生產力及競爭力，歡迎報名參加平等機會的各項免費及收費課程。

如需要度身訂造的培訓服務，請致電2106-2155與機構傳訊及培訓組聯絡。



Sexual Harassment and Employers' Vicarious Liability

In a recent case, the District Court ruled in favour of a woman who was sexually harassed by her colleague in the workplace. The harasser's employer was held vicariously liable for the sexual harassment act.

Preventing and stopping sexual harassment in the workplace is an obligation for employers under the Sex Discrimination Ordinance. Employers can be held liable for sexual harassment even if they are unaware that such conduct is taking place, unless they have taken all practicable and reasonable steps to prevent and deal with sexual harassment in the workplace.

As professional human resource practitioners or employers, do you know what sexual harassment is? Do you have a good understanding of the concept of "vicarious liability" under the anti-discrimination ordinances? What are some practicable and reasonable measures that should be adopted in the workplace to prevent and deal with these issues effectively?

The EOC's training courses, "Preventing and Managing Sexual Harassment in the Workplace" and "Vicarious Liability," aim to explore the above issues. Enroll in the courses to better understand your responsibilities under the

All free and paid training courses are now open for enrollment. Don't miss the chance to learn more about equal opportunities to further improve your productivity and competitiveness.

If you need tailor-made corporate training services, please contact our Corporate Communications and Training Unit at 2106-2155.



委員會與法例

The Commission and the Ordinances

日期 / 時間

12/09/2012 (星期三) (1430 — 1630)
19/10/2012 (星期五) (1430 — 1630)
15/11/2012 (星期四) (1430 — 1630)
04/12/2012 (星期二) (1430 — 1630) (英語授課)

目標

介紹香港的反歧視條例與平等機會委員會（平機會）的工作

課程內容

- 性別歧視條例
- 殘疾歧視條例
- 家庭崗位歧視條例
- 種族歧視條例
- 平機會的角色與職能
- 平機會的投訴處理程序

費用

全免（需繳付港幣100元可退還之按金）

對象

任何希望加深認識反歧視法例所賦予的權利和責任的人士

Date / Time

12/09/2012 (Wed) (1430 – 1630)
19/10/2012 (Fri) (1430 – 1630)
15/11/2012 (Thu) (1430 – 1630)
04/12/2012 (Tue) (1430 – 1630) (In English)

Objectives

To introduce the anti-discrimination laws of Hong Kong and the work of the Equal Opportunities Commission (EOC)

Course Content

- Sex Discrimination Ordinance
- Disability Discrimination Ordinance
- Family Status Discrimination Ordinance
- Race Discrimination Ordinance
- Roles and functions of the EOC
- Complaints handling procedures of the EOC

Cost

Free (\$100 refundable deposit)

Participants

Any individuals who want to know more about their rights and responsibilities under the anti-discrimination laws

轉承責任

Vicarious Liability

日期 / 時間

18/09/2012 (星期二) (1430 — 1700)
07/11/2012 (星期三) (0930 — 1200)
20/11/2012 (星期二) (1430 — 1700) (英語授課)

目標

- 根據現有反歧視法例界定「轉承責任」
- 認識「轉承責任」與僱主責任的關係
- 探討「轉承責任」的免責辯護
- 探討「合理可行的措施」的方法

費用

全免（需繳付港幣100元可退還之按金）

對象

管理人員、人力資源從業員、僱主

Date / Time

18/09/2012 (Tue) (1430 – 1700)
07/11/2012 (Wed) (0930 – 1200)
20/11/2012 (Tue) (1430 – 1700) (In English)

Objectives

- To define “vicarious liability” under the existing anti-discrimination laws
- To understand how “vicarious liability” relates to employer’s responsibilities
- To explore the defence to “vicarious liability”
- To explore options classified as “reasonably practicable steps”

Cost

Free (\$100 refundable deposit)

Participants

Managers, human resources personnel and business owners

無障礙設施與你

Access for All

日期 / 時間

05/12/2012 (星期三) (1430 — 1630)

目標

- 探討《殘疾歧視條例》下，有關設立無障礙通道及設施，以及提供無障礙產品及服務等問題
- 探討建立無障礙業務的方法

費用

全免 (需繳付港幣100元可退還之按金)

對象

任何希望加深認識無障礙設施的人士

Date / Time

05/12/2012 (Wed) (1430 - 1630)

Objectives

- To explore provisions under the Disability Discrimination Ordinance in relation to access to premises and provision of goods and services
- To explore practical ways on actual implementation of accessible business

Cost

Free (\$100 refundable deposit)

Participants

Any individuals who want to know more about accessibility issues

預防及處理工作間性騷擾

Preventing and Managing Sexual Harassment in the Workplace

日期 / 時間

27/11/2012 (星期二) (1400 — 1730)

06/12/2012 (星期四) (1400 — 1730) (英語授課)

目標

- 界定性騷擾和認識構成性騷擾的行為
- 探討工作間發生性騷擾所造成的影響
- 認識性騷擾所帶來的法律責任
- 探討機構防止性騷擾的措施
- 探討處理性騷擾的有效管理策略

費用

港幣600元 (預早報名及繳費只需港幣540元)

對象

管理人員、人力資源從業員、僱主

Date / Time

27/11/2012 (Tue) (1400 – 1730)

06/12/2012 (Thu) (1400 – 1730) (In English)

Objectives

- To define sexual harassment and identify behaviours which constitute sexual harassment
- To identify the impact of sexual harassment in the workplace
- To understand the liability for sexual harassment
- To explore measures organisations can take to prevent sexual harassment
- To explore effective management responses to sexual harassment

Cost

\$600 (\$540 early bird)

Participants

Managers, human resources personnel and business owners

處理招聘及甄選程序

Managing Recruitment and Selection Processes

日期 / 時間

10/10/2012 (星期三) (1400 — 1730)

08/11/2012 (星期四) (1400 — 1730)

目標

- 重溫和認識反歧視法例在招聘及甄選程序各方面的應用
- 認識歧視性的招聘程序所帶來的法律責任
- 探討招聘及甄選程序的最佳處理方法

費用

港幣600元 (預早報名及繳費只需港幣540元)

對象

管理人員、人力資源從業員、僱主、職業介紹所僱員和就業服務從業員

Date / Time

10/10/2012 (Wed) (1400 – 1730)

08/11/2012 (Thu) (1400 – 1730)

Objectives

- To revise and understand the application of anti-discrimination laws in recruitment and selection processes
- To understand the liability arising from discriminatory recruitment practices
- To identify the best practices in the recruitment and selection processes

Cost

\$600 (\$540 early bird)

Participants

Managers, human resources personnel, business owners, recruitment agents and job network providers

如何處理工作間的投訴

Managing Complaints in the Workplace

日期 / 時間

19/09/2012 (星期三) (0930 — 1630)
30/10/2012 (星期二) (0930 — 1630)

Date / Time

19/09/2012 (Wed) (0930 – 1630)
30/10/2012 (Tue) (0930 – 1630)

目標

- 探討解決工作間投訴的各種方法
- 探討如何支援僱員及早解決投訴
- 找出有效的預防策略，以遏止員工的不當行為
- 探討管理人員有效解決投訴的非正式途徑
- 探討調查正式投訴所涉及的問題，例如：程序上及實質上的公平、保密性、時間性和如何作出建議等

Objectives

- To identify the options for resolving complaints in the workplace
- To explore how employees can be supported to resolve complaints at the earliest possible instance
- To identify effective intervention strategies to ensure that inappropriate behaviours are contained
- To identify effective ways for managers to resolve complaints on an informal basis
- To explore issues involved in investigations of formal complaints including procedural and substantive fairness, confidentiality, timeliness, making recommendations, etc

費用

港幣1,000元 (預早報名及繳費只需港幣900元)

Cost

\$1,000 (\$900 early bird)

對象

人力資源從業員、管理人員、負責處理機構內平等機會事宜的人士

Participants

Human resources personnel, managers, people appointed within organisations to deal with equal opportunities matters

《性別歧視條例》、《家庭崗位歧視條例》與人力資源管理

Issues in Human Resources Management under the Sex Discrimination Ordinance and the Family Status Discrimination Ordinance

日期 / 時間

14/11/2012 (星期三) (1400 — 1730)

Date / Time

14/11/2012 (Wed) (1400 – 1730)

目標

- 探討《性別歧視條例》及《家庭崗位歧視條例》下，人力資源管理範疇內可能出現的平等機會問題，包括：
 - ▶ 僱傭範疇的性別歧視
 - ▶ 同工同酬及同值同酬的概念
 - ▶ 工作間的性騷擾
 - ▶ 懷孕
 - ▶ 家庭責任
- 探討有效的管理策略，及研究應付有關問題的方法，以建立一個公平的工作環境

Objectives

- To explore equal opportunities issues that may arise in different areas of human resources management under the Sex Discrimination Ordinance and the Family Status Discrimination Ordinance including:
 - ▶ Sex discrimination in employment
 - ▶ Concepts of Equal Pay for Equal Work (EPEW) and Equal Pay for Work of Equal Value (EPEV)
 - ▶ Sexual harassment in the workplace
 - ▶ Pregnancy
 - ▶ Family responsibilities
- To explore effective management strategies and responses to these issues in order to cultivate an equitable workplace

費用

港幣600元 (預早報名及繳費只需港幣540元)

Cost

\$600 (\$540 early bird)

對象

人力資源從業員、部門經理、僱主、負責處理機構內平等機會事宜的人士

Participants

Human resources personnel, line managers, business owners, people appointed within organisations to deal with equal opportunities matters

《殘疾歧視條例》與人力資源管理

Issues in Human Resources Management under the Disability Discrimination Ordinance

日期 / 時間

12/10/2012 (星期五) (1400 — 1730)
28/11/2012 (星期三) (0930 — 1300)

目標

- 探討《殘疾歧視條例》下，人力資源管理範疇內可能出現的平等機會問題，如：
 - ▶ 病假
 - ▶ 缺勤及工作表現
- 探討有效的管理策略及研究應付有關問題的方法，以建立一個公平的工作環境

費用

港幣600元 (預早報名及繳費只需港幣540元)

對象

人力資源從業員、部門經理、僱主、負責處理機構內平等機會事宜的人士

Date / Time

12/10/2012 (Fri) (1400 – 1730)
28/11/2012 (Wed) (0930 – 1300)

Objectives

- To explore equal opportunities issues that may arise in different areas of human resources management under the Disability Discrimination Ordinance, such as:
 - ▶ Sick leave
 - ▶ Absence and performance
- To explore effective management strategies and responses to these issues in order to cultivate an equitable workplace

Cost

\$600 (\$540 early bird)

Participants

Human resources personnel, line managers, business owners, people appointed within organisations to deal with equal opportunities matters

調解技巧入門

Introduction to Mediation

日期 / 時間

26/09/2012 (星期三) (0930 — 1630)
06/11/2012 (星期二) (0930 — 1630)

目標

- 認識何謂調解
- 探討如何以調解作為解決投訴的方法
- 認識調解過程的不同階段
- 認識調解過程所需的技巧及策略
- 練習調解技巧

費用

港幣1,000元 (預早報名及繳費只需港幣900元)

對象

人力資源從業員、管理人員、負責處理機構內投訴的人士

Date / Time

26/09/2012 (Wed) (0930 – 1630)
06/11/2012 (Tue) (0930 – 1630)

Objectives

- To understand what mediation is
- To explore the use of mediation as a tool of complaint resolution
- To understand the stages in the mediation process
- To identify the skills required and strategies in the mediation process
- To practise mediation skills

Cost

\$1,000 (\$900 early bird)

Participants

Human resources personnel, managers, people appointed within organisations to deal with complaints