

# 平等機會培訓課程簡介

## Overview of Training Workshops on Equal Opportunities



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平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION

## 香港的反歧視條例簡介

### Introduction to the Anti-Discrimination Ordinances in Hong Kong

#### 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

#### Course Content:

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

#### 對象：

任何對此課題有興趣的人士

#### Participants:

Any individuals who are interested in this topic

#### 備註：

平機會可能邀請其他嘉賓講者在課程中介紹其他與平等機會有關的課題

#### Remarks:

Outside guest speakers may be invited to talk about other equal opportunities issues in the training

## 認識反歧視條例的違法騷擾

### Understanding the Unlawful Harassment under the Anti-discrimination Ordinances

#### 課程內容：

- 三種違法騷擾：
  - 性騷擾
  - 殘疾騷擾
  - 種族騷擾
- 騷擾者及其僱主的法律責任

#### Course Content:

- Three types of Unlawful Harassment:
  - Sexual Harassment
  - Disability Harassment
  - Racial Harassment
- Legal liability of harassers and their employers

#### 對象：

任何對此課題有興趣的人士

#### Participants:

Any individuals who are interested in this topic

## 工作間的多元文化

### Promoting Culturally Inclusive Workplace

#### 課程內容：

- 消除種族偏見和了解種族多元化在職場的好處
- 了解《種族歧視條例》在工作間的應用

#### Course Content:

- To dispel ethnic stereotypes and understand the benefits of diversity at work
- To understand how the Race Discrimination Ordinance (RDO) applies to employment-related situations

#### 對象：

任何對此課題有興趣的人士

#### Participants:

Any individuals who are interested in this topic

## 預防及處理工作間性騷擾

### Preventing and Managing Sexual Harassment in the Workplace

#### 課程內容：

- 性騷擾的定義和構成性騷擾的行為
- 性騷擾所帶來的法律責任
- 機構防止性騷擾的措施
- 處理性騷擾的有效管理策略

#### Course Content:

- To define sexual harassment and identify behaviours which constitute sexual harassment
- Legal liability for sexual harassment
- Measures organizations can take to prevent sexual harassment
- Effective management responses to sexual harassment

#### 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、僱主

#### Participants:

Human resources personnel, managers, persons appointed within organizations to deal with equal opportunities matters, business owners

## 處理招聘及甄選程序

### Managing Recruitment and Selection Processes

#### 課程內容：

- 反歧視法例可用於招聘及甄選過程之處
- 歧視性的招聘做法所帶來的法律責任
- 實踐最佳招聘及甄選程序的方法

#### Course Content:

- Application of anti-discrimination laws in recruitment and selection processes
- Legal liability arising from discriminatory recruitment practices
- Best practices in the recruitment and selection processes

#### 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、僱主、職業介紹所僱員和就業服務從業員

#### Participants:

Human resources personnel, managers, persons appointed within organizations to deal with equal opportunities matters, business owners, recruitment agents and job network providers

## 《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

#### 課程內容：

- 《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
  - 懷孕
  - 家庭責任
- 有效的管理策略及應付有關問題的方法

#### Course Content:

- 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
  - Pregnancy
  - Family responsibilities
- Effective management strategies and responses to these issues

#### 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、僱主

#### Participants:

Human resources personnel, managers, persons appointed within organizations to deal with equal opportunities matters, business owners



## 《殘疾歧視條例》與人力資源管理 Issues in Human Resources Management under the Disability Discrimination Ordinance

### 課程內容：

- 《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，包括：
  - 病假
  - 評估工作表現
- 有效的管理策略及應付有關問題的方法

### Course Content:

- Equal opportunities issues that may arise in different areas of human resources management under the Disability Discrimination Ordinance including:
  - Sick leave
  - Performance appraisal
- Effective management strategies and responses to these issues

### 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、僱主

### Participants:

Human resources personnel, managers, persons appointed within organizations to deal with equal opportunities matters, business owners

## 如何處理工作間涉及歧視和騷擾的投訴 Managing Complaints of Discrimination and Harassment in the Workplace

### 課程內容：

- 解決工作間涉及歧視和騷擾的投訴的各種方法
- 如何支援僱員盡早解決這些投訴
- 有效遏止員工不當行為的策略
- 管理人員如何有效利用非正式途徑以應付這些投訴
- 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、時間性和作出建議等

### Course Content:

- Options for resolving complaints of discrimination and harassment in the workplace
- How employees can be supported to resolve such complaints at the earliest possible instance
- Effective intervention strategies to ensure that inappropriate behaviours are contained
- Effective ways for managers to resolve such complaints on an informal basis
- Issues involved in investigations of formal complaints including procedural and substantive fairness, confidentiality, timelines, making recommendations, etc.

### 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, persons appointed within organizations to deal with equal opportunities matters



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