

舉報性騷擾者

Report the sexual harasser.



平機會自2001年提供培訓及顧問服務以來，已舉辦了超過2,300節培訓課程，參加人數達136,000人。

2011/12年度，社會人士對反歧視法例的培訓服務需求依然殷切。我們全年為不同界別，包括：政府部門、公營機構、大型商業機構、中小型企業、非政府組織、少數族裔團體及其他持份者團體，提供了合共400節培訓課程，約19,000人士參加。

有關《種族歧視條例》的培訓課程

自《種族歧視條例》於2008年7月17日通過以來，截至2012年3月31日為止，平機會已舉辦了263節有關《種族歧視條例》的培訓課程，參加者超過14,500人，分別來自少數族裔社群、非政府組織、政府部門和公私營機構。

常設課程 – 平等機會工作坊

平機會每年舉辦定期培訓班和「度身訂造」培訓課程。定期培訓班分別於每年春季及秋季舉行。在2011/12年度，平機會為815位參加者開辦了33節定期培訓班。同時，我們又舉辦了319節「度身訂造」的培訓課程，參加人數超過10,400人。最多人參加的課程是反歧視條例，其次是關於性騷擾的課程。

特別為少數族裔而設的培訓課程

香港約有百分之六的人口來自不同的少數族裔。他們時會遇上各種障礙而無法得享平等機會。為讓少數族裔加深認識自己的權利，關注他們的特殊需要，平

Since the EOC training and consultancy services began in 2001, we have conducted over 2,300 training sessions for more than 136,000 people.

The training demand in 2011/12 remains high. We organised a total of 400 training sessions for various sectors including government departments, public bodies, large businesses, small and medium enterprises, NGOs, ethnic minority groups and other stakeholders. During the year the training sessions attracted around 19,000 participants.

Training on the Race Discrimination Ordinance

From the day the RDO was enacted on 17 July 2008 to 31 March 2012, we have conducted 263 training workshops on this ordinance for over 14,500 participants representing ethnic minority communities, NGOs, government departments, public bodies and private enterprises.

Ongoing Activities – Equal Opportunities Workshops

The EOC offers two types of training workshops every year, namely the calendar training and the customised training. Two series of calendar training programmes are organised each year in the spring and autumn. In 2011/12, we conducted 33 sessions for 815 participants under the calendar training programmes. We also held 319 customised training sessions for over 10,400 participants in 2011/12. Of these, the most popular topic was the anti-discrimination ordinances, followed by sexual harassment.

Special Training Programme for Ethnic Minorities (EM)

Various ethnic minority groups make up about 6% of the Hong Kong population. They face various barriers to equal opportunities. To facilitate better understanding of their rights and address their special needs, the EOC continued

機會繼續為他們開辦培訓課程。此外，我們亦為服務少數族裔社群的社區工作者提供度身訂造的培訓課程，讓他們對反歧視法例有更豐富的認識。本年度共有98位社區工作者參加了上述度身訂造培訓課程。

「無障礙通道及設施」培訓課程

於2010年6月公佈《公眾可進出的處所無障礙通道及設施正式調查》的結果後，平機會為政府決策局與各部門的無障礙主任和其他前線員工提供了度身訂造的培訓課程。此外，平機會亦舉辦了名為「無障礙設施與你」的定期培訓課程，歡迎公私營機構的員工參加。在2011/12年度，我們合共舉辦了15節關於無障礙通道及設施的培訓課程，共吸引超過600人參加。

為不同持份者提供培訓

政府部門

政府是香港最大的僱主及服務提供者，因此政府部門的職員也是我們的主要培訓對象之一。其中一些部門，例如：食物環境衛生署和香港海關均已把反歧視條例培訓納入部門新員工的入職導引課程中，亦作為其員工發展課程的一部份。我們亦與公務員事務局屬下的公務員培訓處合作，為公務員提供了9場工作坊，探討不同的平等機會議題，當中包括為在職及新入職員工提供的培訓。

總括來說，本年度我們應個別政府部門及公營機構的邀請，共舉辦了111節培訓。

to provide training workshops for various EM groups. In addition, customised training for EM community workers was also arranged to enhance their knowledge on the anti-discrimination ordinances. 98 workers attended these customised training courses.

Training on Accessibility

Following the release of the “Formal Investigation Report: Accessibility in Publicly Accessible Premises” in June 2010, tailor-made training sessions on accessibility were conducted for Access Officers as well as other frontline staff from government bureaux and departments. In addition, the EOC also held training sessions on “Access for All” under our calendar training programme, which were open to participants from both the public and private sectors. In 2011/12, a total of 15 courses were conducted, with over 600 participants.

Training for Different Stakeholders

Government Departments

The Government is the largest employer and service provider in Hong Kong. Government departments have always been a major customer of our training services. Some departments, such as the Food and Environmental Hygiene Department and the Customs and Excise Department, have included anti-discrimination ordinances in their regular induction courses for newly recruited staff members and as a part of their staff development programmes. Through the co-ordination of the Civil Service Training and Development Institute of the Civil Service Bureau, we provided nine workshops on different topics to civil servants. Some workshops were designated for new recruits while others were for existing staff members.

In sum, we provided 111 trainings sessions upon request by individual government departments and public bodies during the year.

為人力資源從業員提供培訓

應香港人力資源管理學會的邀請，平機會繼續為人事管理人員提供有關平等機會法例的課程。這課程已獲學會認可為「專業會員資格」的其中一項必修課；又是學會所舉辦的「與僱傭有關的法例」證書課程的一部分。

為新任校長提供培訓

校長不單承擔教育重責，還兼負管理學校的角色，因此必須確保校內人人可享平等機會。平機會應教育局要求，自2002年至今已為535位新任校長提供有關平等機會的培訓課程。在2011/12年度，共有58位新任校長接受了我們的培訓。

為地產代理提供培訓

地產代理監管局引入「持續專業發展計劃」，以提高地產代理從業員的專業水平及地位。該局認同平等機會知識於業界的日常運作中日益重要，因此把平等機會法例納入為持續專業發展計劃課程之一。本年度約有567位地產代理從業員參加了有關課程。

Training for Human Resources Practitioners

We continue to provide training sessions on Hong Kong's equal opportunities legislation to human resources practitioners upon the requests of the Hong Kong Institute of Human Resources Management (HKIHRM). The training course forms a part of an accredited programme leading to a certificate in employment law and employee engagement, which is a requirement for Professional Membership at the HKIHRM.

Training for Newly Appointed Principals

Principals play a crucial role in ensuring equal opportunities in schools as they oversee both staff management and education. The EOC has provided equal opportunities training to 535 newly appointed principals by request from the Education Bureau since 2002. 58 new principals participated in the training course in 2011/12.

Training for Estate Agents

The Estates Agents Authority, having introduced a Continuing Professional Development (CPD) Scheme to raise the professional standards and status of estate agency practitioners, recognises that equal opportunities knowledge is important in the day to day practice of the real estate industry. Equal opportunities legislation has therefore been included as one of the courses in the CPD Scheme. Approximately 567 estate agency practitioners participated in the courses organised this year.



為非政府組織及工會提供培訓

非政府組織及工會是我們推動平等機會的重要夥伴。受屈人遇到歧視或騷擾時，往往最先向非政府組織及工會求助。同時，這些機構亦有責任確保工作間沒有歧視及騷擾發生。平機會與非政府組織及工會緊密合作，為其服務對象及員工提供培訓，向他們講解相關的平等機會訊息。我們在2011/12年度為非政府組織及工會舉辦了共104場工作坊。

網上培訓計劃

防止校園性騷擾網上課程

在2011/12年度，我們繼續與十二間本地大專院校合作，向院校學生及教職員推廣《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頒授電子證書及4GB電腦記憶棒。課程推出後，吸引了約4,500位大學生使用。

該課程是香港首個防止校園性騷擾的網上自學課程，講解性騷擾的定義及各種可能在校園環境發生的性騷擾，並列舉了個人及教育機構須負上責任的例子。

此外，平機會在剛過去的學年為約400位大學生及教職員舉辦了防止性騷擾培訓工作坊及簡介會，讓他們對性騷擾行為及性別平等概念有更深入的認識。



Training for NGOs and Trade Unions

NGOs and trade unions are our important partners in the promotion of equal opportunities. In addition to their role of being the first point of contact for those seeking assistance when facing discrimination and harassment, they are responsible for ensuring a workplace free of discrimination and harassment. The EOC works hand-in-hand with NGOs and trade unions to put across the message of equal opportunities by providing training to their clients as well as their staff members. We provided 104 workshops to various NGOs and trade unions in 2011/2012.

Online Training Programmes

Online Programme to Prevent Sexual Harassment

In 2011/12, we continued to work with twelve local tertiary institutions to promote our online training course on preventing sexual harassment on campus to their students and staff. As part of our promotion, we distributed posters and plastic folders to our target users. We also awarded e-certificates and 4GB USB memory sticks to users who successfully completed the training module. Since its launch, around 4,500 students used this online training module.

The training, which explains the definitions and various types of sexual harassment that could occur in school settings, is Hong Kong's first online self-learning training module on preventing sexual harassment on campus. It also illustrates the liabilities of individuals and educational institutions.

In addition, the EOC organised training workshops and briefings on preventing sexual harassment for around 400 university students and staff during the last school year. The workshops aimed at helping them gain a deeper understanding of sexual harassment and the concept of gender equality.



為幼稚園及幼兒中心的學生製作 網上培訓課程

為鼓勵家長及幼兒教育工作者向幼兒灌輸平等機會與共融的價值觀，平機會製作了全新的網上教學資源。教材套內容包括適合不同年齡幼兒的互動動畫故事，備有各式網上遊戲及工作紙，以加強幼兒對平等概念的認識。

為方便家長及教師使用網上教學資源，教材套備有教學指引，向家長和教師提供教學小貼士及實用技巧，以培育幼兒建立正確價值觀。

平機會於2011年8月2日舉行網上教學資源啟動禮，向超過100位幼稚園校長及教師推介這套新教材。

藉著製作網上教學資源，平機會亦進行了《幼兒對平等機會及歧視的概念》研究。研究發現，歧視態度早於幼兒期已經出現。研究中的幼兒已有某種負面定型觀念，例如「認為深色皮膚的人比較不友善及凶惡」。因此，家長及教師應趁孩子年幼，培養小朋友多元共融的正面價值觀，並讓他們認識歧視的害處。研究亦顯示這套全新的平機會網上教學資源有助提升幼兒的平等機會觀念，值得父母及老師廣泛使用。

Launching of an Online Training Module for Children Attending Kindergartens and Child Care Centres

To encourage parents and preschool teachers to instill the values of equal opportunities and inclusion in children at an early age, a new online training module has been produced. The module contains interactive stories with animation to cater to different levels of preschoolers. Various online games and worksheets have also been designed to reinforce the message of equality.

To facilitate the use of the training module by parents and teachers, teaching guidelines are included in the package. Additional teaching tips and practical skills are provided for parents and teachers to cultivate positive values in children.

A launching ceremony was held on 2 August 2011 to promote the training module to over 100 kindergarten principals and teachers.

To tie in with the online training module, a research study was conducted on "Children's Concepts on Equal Opportunities and Discrimination." The results of the research indicate that discriminatory attitude can emerge as early as at the preschool stage. The study results indicate that certain negative stereotypes, such as "people with dark skin colors are unkind and cruel," have already been formed in the minds of preschool children. Parents and teachers should take early and persistent action to cultivate the values of diversity and inclusion in children as well as to teach them about the negative effects of discrimination while they are still young. The study also shows that the EOC's new online training module could help to enhance the concept of equal opportunities in children. Parents and teachers are encouraged to extensively use the package for preschoolers.

