



# 我們的抱負和使命

## Our Vision and Mission

### 我們的抱負

建設一個沒有歧視、崇尚多元、包容共濟的社會，人人共享平等機會。

### 我們的使命

平等機會委員會是一個法定機構，於1996年成立，負責執行《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》及《種族歧視條例》。我們有責任為小眾及弱勢社群發聲，以推動社會共融及平等觀念主流化。

### 我們的工作

- 就根據四條反歧視條例作出的投訴進行調查，並鼓勵雙方調停以解決紛爭；
- 為受屈人士提供法律協助；
- 宣揚反歧視和平等機會的價值觀及政策；
- 推行教育活動和提供資源；
- 檢討法例並提供指引；及
- 就與歧視及平等機會相關的議題進行研究。

### Our Vision

To create a pluralistic and inclusive society free of discrimination, with no barriers to equal opportunity.

### Our Mission

The EOC is a statutory body set up in 1996 to implement the Sex Discrimination Ordinance (SDO), the Disability Discrimination Ordinance (DDO), the Family Status Discrimination Ordinance (FSDO) and the Race Discrimination Ordinance (RDO). We have the responsibilities to speak out for the minorities and those vulnerable, to mainstream equality and promote inclusiveness in society.

### Our Work

- Investigate complaints lodged under the four anti-discrimination ordinances and encourage conciliation between parties in dispute;
- Provide legal assistance to aggrieved persons;
- Promote anti-discrimination and equal opportunity values and policies;
- Develop educational programmes and resources;
- Review legislation and provide guidelines; and
- Conduct research on issues relevant to discrimination and equal opportunities.





## 我們如何實踐理念

- 與社會各界攜手，建立夥伴關係；
- 提高公眾對多元共融及平等機會的關注，加深他們的認識和接納；
- 進行教育，以預防歧視；
- 執行反歧視條例；及
- 為歧視個案的受屈人提供途徑，討回公道。

## 我們與政府的關係

平機會雖然受香港政府資助，但在運作上乃獨立於政府。根據《性別歧視條例》第63(7)條，平機會「不得被視為政府的僱員或代理人，亦不得被視為享有政府的任何地位、豁免權或特權。」因此，平機會在管理、運作和預算上享有自主權。與此同時，平機會亦有責任確保其運作、行政及管理制度與常規，都以最有效且審慎的方式運用政府資源。

政府與平機會的工作關係框架已於《行政安排備忘錄》（《備忘錄》）中列出。《備忘錄》的條文是根據平機會在使用資金方面享有自主權及彈性的原則而寫成。平機會與政制及內地事務局（即負責平機會事宜的政策局）舉行定期會議，檢視平機會的工作進度。平機會又向政制及內地事務局提交每月開支報告、已審核帳目，以及有關財務及運作表現的每季工作進度報告，供其審閱。

## Our Strategy

- Establish partnerships with all sectors in the community;
- Promote awareness, understanding, and acceptance of diversity and equal opportunities;
- Provide education to prevent discrimination;
- Enforce compliance with provisions in the anti-discrimination legislation; and
- Provide access to redress for aggrieved persons of discrimination cases.

## Our Relationship with the Government

Although funded by the Hong Kong Special Administrative Region Government, the EOC operates independently in carrying out its tasks and duties. As per Section 63(7) of the Sex Discrimination Ordinance, the EOC “shall not be regarded as a servant or agent of the Government or as enjoying any status, immunity or privilege of the Government”. Accordingly, the EOC has autonomy over the management and control of its activities and budget. At the same time, the EOC has the responsibility to ensure that its operational, administrative, and management systems and practices reflect the most effective and prudent use of Government subventions.

The framework for the working relationship between the Government and the EOC is laid out in the Memorandum of Administrative Arrangements (MAA). The provisions of the MAA are based on the principle that the EOC should have autonomy and flexibility in how to use its funds. The EOC holds regular progress review meetings with the Constitutional and Mainland Affairs Bureau (CMAB), the focal point of contact between the Government and the EOC. The EOC also provides monthly expenditure reports and audited accounts, as well as quarterly progress review reports, on its financial position and operational performances to the CMAB for its review.

“我們有責任為小眾及弱勢社群發聲，  
以推動社會共融及平等觀念主流化。  
We have the responsibilities to speak out for the  
minorities and those vulnerable, to mainstream equality  
and promote inclusiveness in society.”

## 我們的價值觀 Our Organisational Values

### 責任承擔 Accountability

我們會對我們的決定及行動，向公眾負責，並準備接受任何對於我們職務上的監察。

We will be accountable for our decisions and actions to the public and will submit ourselves to whatever scrutiny as appropriate.

### 透明度 Transparency

我們保持高度透明，以便市民更瞭解我們的工作和表現。

We will operate with a high degree of transparency to enable the public to better understand our work and performance.

### 公平 Fairness

我們會以公平公正的程序執行反歧視法例，作出正確的判斷。

We will implement fair and impartial procedures and act with sound judgment in administering the anti-discrimination legislation.

### 敏感度 Sensitivity

我們會以有禮、敏銳和熱誠的態度為市民服務。

We will be courteous, sensitive, and helpful to our clients.

### 平等機會 Equality

我們是維護平等機會原則的先鋒。

We will be at the forefront to uphold the principle of equal opportunities.

### 誠信 Integrity

我們尊重真相，以誠信處事。

We will respect the truth and act with integrity.

### 活力 Energy

我們會竭盡所能，主動追究歧視問題。

We will be energetic and proactive in pursuing issues of discrimination.

### 效率 Efficiency

我們講求工作效率，並以負責任的態度善用資源。

We will carry out our functions and responsibilities with efficiency and will use our resources efficiently, effectively, and responsibly.

### 獨立性 Independence

我們會按照法例的規定，獨立自主地行事，不屈服於任何壓力或受不當影響。

We will act freely and independently within the confines of the law and will not be subject to undue influence or pressure.

