

附錄1 Appendix 1

平等機會委員會委員 (截至2005年3月31日)

Members of the Equal Opportunities Commission (as at 31.3.2005)



鄧爾邦先生 主席
Mr. TANG Yee-bong, Raymond
Chairperson



白仲安先生 委員
Mr. John Robertson BUDGE
M.B.E., J.P.
Member



陳瑜女士 委員
Ms. CHAN Yu
Member



張閻衛女士 委員
Ms. Gloria CHANG
Member



周永新教授 委員
Prof. CHOW Wing-sun, Nelson
M.B.E., S.B.S., J.P.
Member



高寶齡女士 委員
Ms. KO Po-ling
Member



郭建勳博士 委員
Dr. KWOK Kin-fun, Joseph
J.P.
Member



林貝聿嘉女士 委員
Mrs. LAM PEI Yu-dja, Peggy
G.B.S., O.B.E., J.P.
Member



羅文鈺教授 委員
Prof. Japhet Sebastian LAW
Member



李鳳英女士 委員
The Hon. LI Fung-ying
B.B.S., M.B.E., J.P.
Member



凌劉月芬女士 委員
Mrs. LING LAU Yuet-fun, Laura
Member



王沛詩女士 委員
Ms. WONG Pui-sze, Priscilla
Member



鄺維庸醫生 委員
Dr. WU Wai-yung, Raymond
G.B.S., O.B.E., J.P.
Member



楊國琦先生 委員
Mr. YEUNG Kwok-ki, Anthony
Member



楊港興先生 委員
Mr. YEUNG Kong-hing, Peter
J.P.
Member



余秀珠女士 委員
Ms. YU Sau-chu, Jessie
Member

平等機會委員會專責小組成員及職權範圍 (截至2005年3月31日)

Membership & Terms of Reference of the Committees of the Equal Opportunities Commission (as at 31.3.2005)

行政及財務專責小組

成員

- 1 楊港興先生 (召集人)
- 2 林貝聿嘉女士
- 3 羅文鈺教授
- 4 李鳳英女士
- 5 楊國琦先生
- 6 王沛詩女士
- 7 鄺維庸醫生

職權範圍

- 1 審核委員會的年度開支預算初稿。
- 2 考慮和批准委員會接受的捐款。
- 3 審核委員會的帳目報表初稿及核數師報告書。
- 4 審核委員會活動的年度報告初稿。
- 5 審核行政安排備忘錄及其後的任何建議修訂。
- 6 就委員會有關工作的事項設立招聘小組，以及通過招聘小組作出的建議。
- 7 就聘請總薪級表第45點或以上的僱員設立招聘小組，以及通過招聘小組作出的建議。
- 8 就續聘或終止聘請總薪級表第45點或以上的僱員的事宜給予意見。
- 9 通過行政安排備忘錄內的每季工作進度回顧報告。
- 10 就委員會委任核數師提出建議。
- 11 定期檢討委員會的僱員及行政政策。
- 12 就有關租賃、續租或購買委員會辦公室的建議給予意見及作出批准。

Administration and Finance Committee

Membership

- 1 Mr. YEUNG Kong-hing, Peter (Convenor)
- 2 Mrs. LAM PEI Yu-dja, Peggy
- 3 Prof. Japhet Sebastian LAW
- 4 The Hon. LI Fung-ying
- 5 Mr. YEUNG Kwok-ki, Anthony
- 6 Ms. WONG Pui-sze, Priscilla
- 7 Dr. WU Wai-yung, Raymond

Terms of Reference

- 1 To review the draft Annual Estimates of Expenditure of the Commission.
- 2 To consider and approve donations to the Commission.
- 3 To review the draft statements of accounts of the Commission and the auditor's reports.
- 4 To review the draft annual report on the activities of the Commission.
- 5 To review the Memorandum of Administrative Arrangements and any proposed amendments thereof.
- 6 To set up tender boards in relation to matters connected with the work of the Commission and to approve such recommendations as are made by these boards.
- 7 To set up recruitment boards in relation to staff employed at MPS Point 45 and above and to approve such recommendations as are made by these boards.
- 8 To advise on matters related to further employment or termination of service in relation to staff employed at MPS point 45 and above.
- 9 To approve reports for quarterly reviews under the Memorandum of Administrative Arrangements.
- 10 To make recommendations to the Commission in respect of the appointment of an auditor.
- 11 To keep the staffing and administrative policies of the Commission under review.
- 12 To advise and to approve recommendations in relation to the leasing, renewal or acquisition of the Commission's office accommodation.

平等機會委員會專責小組成員及職權範圍 (截至2005年3月31日)

Membership & Terms of Reference of the Committees of the Equal Opportunities Commission (as at 31.3.2005)

社會參與及宣傳專責小組

成員

- 1 張閻蘅女士 (召集人)
- 2 林貝聿嘉女士
- 3 高寶齡女士
- 4 郭鍵勳博士
- 5 李鳳英女士
- 6 王沛詩女士
- 7 余秀珠女士
- 8 黎秀玲女士 (增選委員)

職權範圍

- 1 就推動平等機會和消除歧視的措施給予意見，以推動社會各界投入活動。
- 2 就與政府及非政府組織(包括僱主機構及關注團體)的聯絡工作給予意見。
- 3 就與機構建立夥伴關係並共同推動平等機會的措施給予意見。
- 4 就加強委員會的宣傳工作及與傳媒的關係的措施給予意見。
- 5 審閱委員會就上述(1)、(2)、(3)和(4)項所採取的行動的報告。
- 6 在民政事務局批准的預算範圍之內，考慮和批准各界社團舉辦宣傳及推廣活動的資助申請。
- 7 監察公眾對委員會工作的反應，及向委員會建議前瞻的路向。

Community Participation and Publicity Committee

Membership

- 1 Ms. Gloria CHANG (Convenor)
- 2 Mrs. LAM PEI Yu-dja, Peggy
- 3 Ms. KO Po-ling
- 4 Dr. KWOK Kin-fun, Joseph
- 5 The Hon. LI Fung-ying
- 6 Ms. WONG Pui-sze, Priscilla
- 7 Ms. YU Sau-chu, Jessie
- 8 Ms. LAI Sau-ling (Co-opted Member)

Terms of Reference

- 1 To advise on measures to foster community participation in promoting equal opportunities and eliminating discrimination.
- 2 To advise on measures for liaison with government bodies and non-government organizations including employment establishments and concern groups.
- 3 To advise on measures for developing corporate partnership in promoting equal opportunities policy.
- 4 To advise on measures to strengthen publicity and media relations of the Commission.
- 5 To receive reports on actions taken by the EOC office in pursuance of (1), (2), (3) and (4) above.
- 6 To consider and approve funding applications in connection with promotion and publicity projects to be undertaken by community organizations within the budgetary confines as approved by the Home Affairs Bureau from time to time.
- 7 To monitor community response to the Commission's work and make recommendations to the Commission on the way forward.

平等機會委員會專責小組成員及職權範圍 (截至2005年3月31日)
Membership & Terms of Reference of the Committees of the
Equal Opportunities Commission (as at 31.3.2005)

公眾教育及研究專責小組

成員

- 1 高寶齡女士 (召集人)
- 2 郭鍵勳博士
- 3 陳瑜女士
- 4 楊國琦先生
- 5 余秀珠女士
- 6 周永新教授
- 7 陳潤根先生 (增選委員)

職權範圍

- 1 為委員會對關注的事項進行公眾教育時所採取的措施給予意見。
- 2 在委員會已確立的預算範圍之內，審議和通過製作委員會的教材資料套。
- 3 在委員會已確立的預算範圍之內，審議和通過委員會的研究計劃。
- 4 審閱委員會辦事處有關公眾教育和研究計劃的委託事宜的工作報告。
- 5 審閱委員會負責或委託進行的公眾教育和研究計劃的工作進展報告。

Public Education and Research Committee

Membership

- 1 Ms. KO Po-ling (Convenor)
- 2 Dr. KWOK Kin-fun, Joseph
- 3 Ms. CHAN Yu
- 4 Mr. YEUNG Kwok-ki, Anthony
- 5 Ms. YU Sau-chu, Jessie
- 6 Prof. CHOW Wing-sun, Nelson
- 7 Mr. CHAN Yun-kan (Co-opted Member)

Terms of Reference

- 1 To advise on measures to be taken in conducting public education on issues of concern to the Commission.
- 2 To consider and approve training modules of the Commission within the budgetary confines as determined by the Commission from time to time.
- 3 To consider and approve research projects of the Commission within the budgetary confines as determined by the Commission from time to time.
- 4 To receive reports from the EOC office on the commissioning of projects in public education and research.
- 5 To receive progress reports on public education and research undertaken or commissioned by the Commission.

平等機會委員會專責小組成員及職權範圍 (截至2005年3月31日)
Membership & Terms of Reference of the Committees of the
Equal Opportunities Commission (as at 31.3.2005)

法律及投訴專責小組

成員

- 1 鄧爾邦先生 (召集人)
- 2 白仲安先生 (副召集人)
- 3 陳瑜女士
- 4 張閻蘅女士
- 5 郭鍵勳博士
- 6 林貝聿嘉女士
- 7 凌劉月芬女士
- 8 王沛詩女士
- 9 楊港興先生

職權範圍

- 1 對須由平等機會委員會根據《性別歧視條例》第88條、《殘疾歧視條例》第85條及《家庭崗位歧視條例》第66條訂立的規則作出建議。
- 2 審閱有關調解員給予根據《性別歧視條例》第84條、《殘疾歧視條例》第80條及《家庭崗位歧視條例》第62條而向平等機會委員會提出書面申訴的人以調解方式提供協助的報告,並知會平等機會委員會。
- 3 審閱有關根據《性別歧視條例》第84(4)條、《殘疾歧視條例》第80(4)條及《家庭崗位歧視條例》第62(4)條由主席作出對某項申訴不進行調查或終止調查的決定的報告,並知會平等機會委員會。
- 4 審閱調解員有關根據《性別歧視條例》第84條、《殘疾歧視條例》第80條及《家庭崗位歧視條例》第62條提出的,但不經調解達致和解的申訴個案的報告。
- 5 考慮根據《性別歧視條例》第85條、《殘疾歧視條例》第81條及《家庭崗位歧視條例》第63條要求調解以外的協助的申請;並在認為適合時,給予該等協助。
- 6 建議平等機會委員會有關進行正式調查的調查範圍。

Legal and Complaints Committee

Membership

- 1 Mr. TANG Yee-bong, Raymond (Convenor)
- 2 Mr. John Robertson BUDGE (Deputy Convenor)
- 3 Ms. CHAN Yu
- 4 Ms. Gloria CHANG
- 5 Dr. KWOK Kin-fun, Joseph
- 6 Mrs. LAM PEI Yu-dja, Peggy
- 7 Mrs. LING LAU Yuet-fun, Laura
- 8 Ms. WONG Pui-sze, Priscilla
- 9 Mr. YEUNG Kong-hing, Peter

Terms of Reference

- 1 To recommend to the EOC rules to be made under section 88 of SDO, section 85 of DDO and section 66 of FSDO.
- 2 To receive reports on the assistance by way of conciliation provided by conciliators to persons lodging complaints in writing with the EOC pursuant to section 84 of SDO, section 80 of DDO and section 62 of the FSDO and to keep the EOC informed accordingly.
- 3 To receive reports on the decisions made by the Chairperson, pursuant to section 84(4) of SDO, section 80(4) of DDO and section 62(4) of the FSDO, not to conduct or to discontinue an investigation into an act the subject of a complaint and to keep the EOC informed accordingly.
- 4 To receive reports from conciliators in respect of cases where there has not been a settlement of the matter to which an act the subject of a complaint lodged pursuant to section 84 of SDO, section 80 of DDO and section 62 of the FSDO relates.
- 5 To consider applications made under section 85 of SDO, section 81 of DDO and section 63 of the FSDO for assistance other than by way of conciliation and to grant such applications it thinks fit.
- 6 To advise the EOC on terms of reference to conduct a formal investigation.

平等機會委員會專責小組成員及職權範圍 (截至2005年3月31日)
Membership & Terms of Reference of the Committees of the
Equal Opportunities Commission (as at 31.3.2005)

- 7

就正式調查提供初步調查結果，並擬備報告供平等機會委員會考慮，包括向平等機會委員會作建議。
- 8

就發出執行通知，向平等機會委員會作建議。
- 9

審閱有關遵守執行通知的報告，並向平等機會委員會就不遵守執行通知的事作建議，看是否需要作正式調查。
- 10

決定對《性別歧視條例》第81條所指的持續的歧視或性騷擾、《殘疾歧視條例》第77條所指的持續的歧視、騷擾或中傷及《家庭崗位歧視條例》第59條所指的持續的歧視採取何種行動。
- 11

分別根據《性別歧視條例》第82條、《殘疾歧視條例》第78條及《家庭崗位歧視條例》第60條，決定對違反《性別歧視條例》第43、44或45條、《殘疾歧視條例》第42、43、44或45條及《家庭崗位歧視條例》第31、32及33條的作為提出何種法律程序。
- 12

分別根據《性別歧視條例》第66條、《殘疾歧視條例》第63條及《家庭崗位歧視條例》第45條，檢討《性別歧視條例》附表3和附表5，《殘疾歧視條例》附表2、3和5及《家庭崗位歧視條例》附表2，有需要時，向平等機會委員會提交修訂附表的建議。
- 13

分別根據《性別歧視條例》第64(1)(e)條、《殘疾歧視條例》第62(1)(e)條及《家庭崗位歧視條例》第44(1)(d)條，檢討《性別歧視條例》、《殘疾歧視條例》及《家庭崗位歧視條例》的施行情況，有需要時，向平等機會委員會提交修訂條例的建議。
- 7

To make preliminary findings in a formal investigation and prepare a report of such for the consideration of the EOC, including making recommendations to the EOC.
- 8

To make recommendations to the EOC in respect of the issue of enforcement notices.
- 9

To receive reports on compliance with enforcement notices and recommend to the EOC whether a formal investigation should be conducted in the event of non-compliance.
- 10

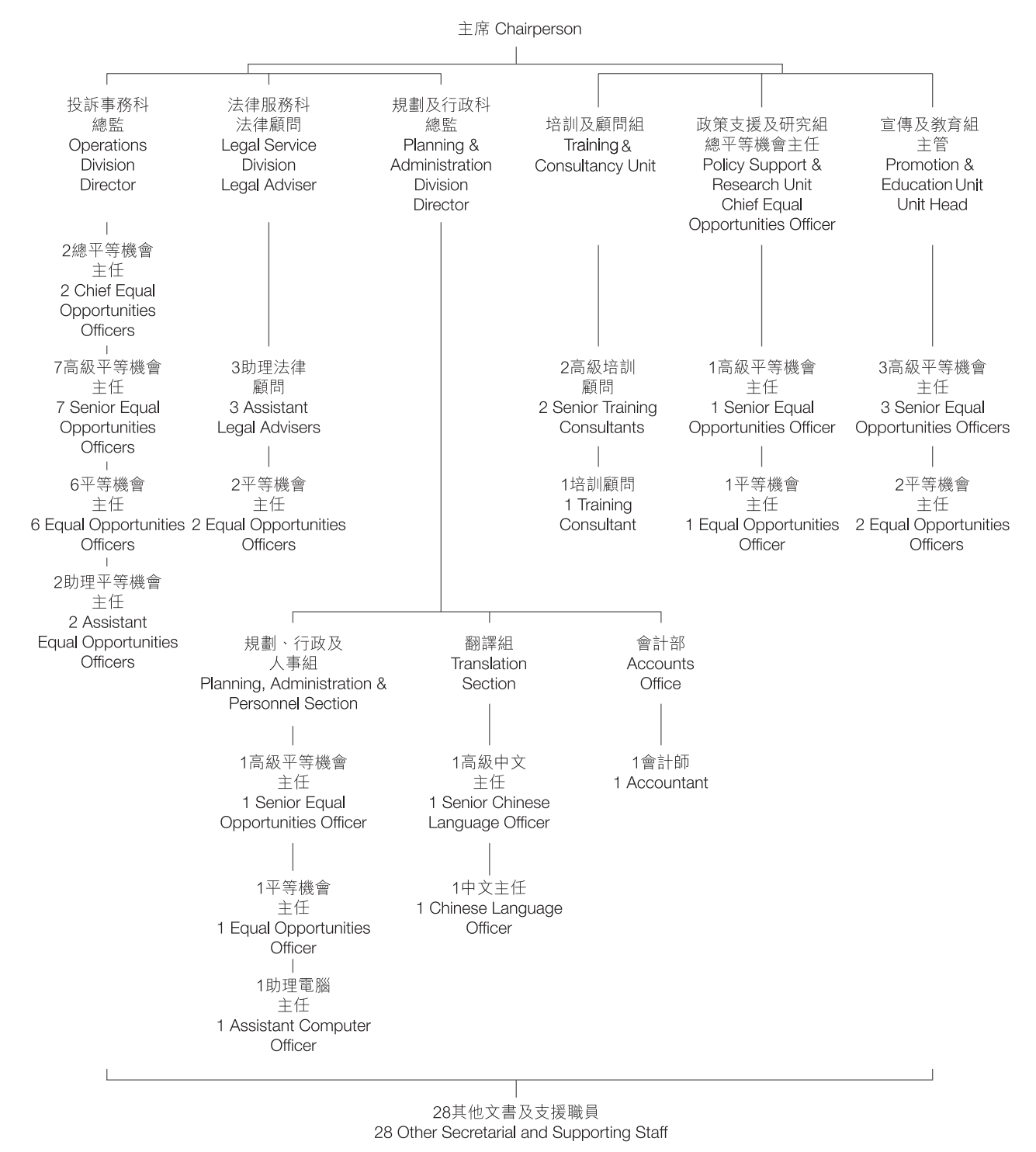
To decide on actions to be taken in respect of persistent discrimination or sexual harassment under section 81 of SDO, in respect of persistent discrimination, harassment or vilification under section 77 of DDO and in respect of persistent discrimination under section 59 of FSDO.
- 11

To decide on the proceedings to be brought in respect of a contravention of sections 43, 44 or 45 of SDO, sections 42, 43, 44 or 45 of DDO and sections 31, 32 and 33 of FSDO, pursuant to section 82 of SDO, section 78 of DDO and section 60 of FSDO respectively.
- 12

To keep under review Schedules 3 and 5 of SDO, Schedules 2, 3 and 5 of DDO and Schedule 2 of FSDO and when necessary, recommend to the EOC proposals for amending the schedules, in accordance with section 66 of SDO, section 63 of DDO and section 45 of FSDO respectively.
- 13

To keep under review the working of SDO, DDO and FSDO and when necessary, recommend to the EOC proposals for amending the Ordinances in accordance with section 64(1)(e) of SDO, section 62(1)(e) of DDO and section 44(1)(d) of FSDO.

平等機會委員會辦事處的組織架構 (截至2005年3月31日)
Organizational Structure of the
Equal Opportunities Commission (as at 31.3.2005)



備註:
1 總編制為71人 (不包括主席)。

Note:
1 Total number of staff under establishment is 71(excluding EOC Chairperson).

平等機會委員會辦事處管理小組 (截至2005年3月31日)
Management Team of the
Equal Opportunities Commission (as at 31.3.2005)

主席 鄧爾邦	Chairperson TANG Yee-bong, Raymond
法律顧問 彭佩蘭	Legal Adviser Alexandra PAPADOPOULOS
總監 (規劃及行政) 陳奕民	Director (Planning & Administration) CHAN Yick-man, Michael
署理總監 (投訴事務) 李紹葵	Acting Director (Operations) LI Siu-kwai, Joseph
總平等機會主任 (政策支援及研究) 朱崇文	Chief Equal Opportunities Officer (Policy Support & Research) CHU Chung-man, Ferrick
主管 (宣傳及教育) 劉家馨	Head (Promotion & Education) LIU Jia-shin, Betty

申請法律協助
Applications for Legal Assistance

任何曾向委員會作出投訴但未獲成功調解的人士，如想提出法律訴訟，委員會可向他們提供法律協助。在2004/05年度，委員會處理了53宗法律協助申請，其中有17宗申請在2003/04年度收到，另在本年度收到36宗申請。在這53宗申請中，委員會向14宗申請提供了協助。協助形式各有不同，包括由委員會律師給予法律意見、取得進一步的資料或證據、由委員會的律師或在外聘請私人執業大律師，在法律訴訟中擔任申請人的法律代表。向委員會申請及得到協助的個案統計數字如下：

The EOC is empowered to grant legal assistance to any person considering legal proceedings in respect of a complaint lodged and which has not received settlement. In 2004/05, the EOC processed 53 such applications. Seventeen of these 53 applications were received in the 2003/04 reporting period, with the remaining 36 received in 2004/05. Assistance was granted in 14 of the 53 applications. The assistance granted by the EOC takes many forms, and can include legal advice by the EOC's lawyers, services to obtain further information or evidence, or representation in legal proceedings by the EOC's lawyers, or by barristers in private practice briefed by the EOC. A general breakdown of the different types of applications and their numbers appears below:

	獲給予 法律協助	不獲給予 法律協助	申請人 撤銷申請	考慮中
個案(截至2004/05年度終結)	Assistance Granted	Assistance Not	Withdrawal	Under
Cases (at the end of 2004/05)		Granted	by Applicant	Consideration
殘疾歧視或騷擾 (僱傭範疇)				
Disability Discrimination or Harassment (Employment)	5	14	0	4
殘疾歧視或騷擾 (其他範疇,如提供貨品及服務)				
Disability Discrimination or Harassment (Other Fields e.g. Provision of Goods and Services)	1	2	1	1
性別歧視或騷擾 (僱傭範疇)				
Sex Discrimination or Harassment (Employment)	6	11	0	3
性別歧視或騷擾 (其他範疇,如提供貨品及服務)				
Sex Discrimination or Harassment (Other Fields, e.g. Provision of Goods and Services)	0	2	0	0
婚姻狀況歧視(僱傭範疇) (提供貨品及服務)				
Marital Status Discrimination (Employment) (Provision of Goods and Services)	2	0	0	0
家庭崗位歧視 (提供貨品及服務)				
Family Status Discrimination (Provision of Goods and Services)	0	1	0	0
總數				
Total (53)	14	30	1	8

附錄6
Appendix 6

獲法律協助的個案
Legally Assisted Cases

在2004/05年度，有20宗個案毋需展開法律訴訟而得以解決
(包括2004/05年度或以前獲法律協助的個案)：

個案 Cases	結果 Outcome
殘疾歧視（受僱期間受到較差待遇） Disability discrimination (less favourable in employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視（受僱期間受到較差待遇） Disability discrimination (less favourable in employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視（受僱期間受到較差待遇） Disability discrimination (less favourable in employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視（超級市場的出入通道） Disability discrimination (accessibility to a supermarket)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視（解僱） Disability discrimination (termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視（使用銀行設施） Disability discrimination (accessibility to banking facilities)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
僱傭範疇的殘疾歧視（解僱） Disability discrimination in employment discrimination (termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視（酒店拒絕提供服務） Disability discrimination (refusal of hotel services)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
僱傭範疇的性騷擾 Sexual Harassment in employment	委員會經進一步研究證據後，決定不給予法律協助。 Commission withdrew assistance in light of further examination of evidence.
殘疾歧視（解僱） Disability discrimination (termination of employment)	委員會經進一步研究證據後，決定不給予法律協助。 Commission withdrew assistance in light of further examination of evidence.
家庭崗位歧視（解僱） Family status discrimination (termination of employment)	委員會經進一步研究證據後，決定不給予法律協助。 Commission withdrew assistance in light of further examination of evidence.
性別歧視（解僱） Sex Discrimination (termination of employment)	委員會經進一步研究證據後，決定不給予法律協助。 Commission withdrew assistance in light of further examination of evidence.
殘疾歧視（解僱） Disability discrimination (termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視（解僱） Disability discrimination (termination of employment)	申請人撤銷投訴。 Applicant withdrew.
家庭崗位歧視（僱員職位調派政策） Family status discrimination (employee posting policy)	僱主澄清僱員職位調派政策符合法律規定。 Employer clarified posting policy in line with legal requirement.
僱傭範疇的性騷擾 Sexual harassment in employment	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
教育範疇的殘疾歧視（開除學籍） Disability discrimination in education (expulsion from school)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
懷孕歧視（解僱） Pregnancy discrimination (termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視（拒絕聘用） Disability discrimination (refusal of employment)	委員會經進一步研究證據後，決定不給予法律協助。 Commission withdrew assistance in light of further examination of evidence.
家庭崗位歧視（調派職位及法律構成解僱） Family status discrimination (posting arrangement and constructive dismissal)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.

此外，在2004/05年度，委員會亦處理了另外九宗在本年度或以前獲得法律協助的個案。這些個案目前仍在處理中，截至本年度結束時，這些個案還未了結，也未曾展開任何法律程序。

In 2004/05, the following 20 cases (which include cases granted legal assistance before and during 2004/05) were resolved without commencing legal proceedings:

Additionally, in 2004/05, the EOC also dealt with nine other cases which had been granted legal assistance before and during 2004/05. These cases are still being handled and, as at the end of 2004/05, no outcome had yet been reached nor had any court proceedings commenced.

附錄7
Appendix 7

法庭訴訟
Court Cases

在2004/05年度前已獲委員會協助展開訴訟的案件：

EOC assisted court cases which commenced before 2004/05:

個案 Cases	情況 Status
紀律部隊在招聘時基於應徵者的家庭成員有精神病病歷而作出殘疾歧視 Disability discrimination in recruitment by a disciplinary service on the grounds of a family history of mental illness	截止2004/05年度結束為止，案件仍在處理中。 Ongoing as at the end of 2004/05.
懷孕歧視（受到較差待遇及解僱） Pregnancy discrimination (less favourable treatment and termination of employment)	截止2004/05年度結束為止，案件仍在處理中。 Ongoing as at the end of 2004/05.
僱傭範疇的殘疾歧視 Disability discrimination in employment	截止2004/05年度結束為止，案件仍在處理中。 Ongoing as at the end of 2004/05.

獲協助進行上訴的個案：

Assisted cases in appeal proceedings:

個案 Cases	情況 Status
安老院招聘時的懷孕歧視 Pregnancy discrimination in recruitment by an old aged home	被告人提出上訴 Appeal by Defendant 截止2004/05年度結束為止，案件仍在處理中。 Ongoing as at the end of 2004/05.

在2004/05年度獲委員會協助展開訴訟的案件：

EOC assisted court cases which commenced in 2004/05:

個案 Cases	情況 Status
懷孕及家庭崗位歧視（解僱） Pregnancy and family status discrimination (termination of employment)	截止2004/05年度結束為止，案件仍在處理中。 Ongoing as at the end of 2004/2005.
殘疾歧視（解僱） Disability discrimination (termination of employment)	原告人獲判勝訴（由委員會提供協助） Judgment for the Plaintiff (assisted by the EOC).
懷孕及家庭崗位歧視（受到較差待遇及解僱） Pregnancy and family status discrimination (less favourable treatment and termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視（解僱） Disability discrimination (termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
家庭崗位歧視（要求超時工作及解僱） Family status discrimination (overtime work requirement and termination of employment)	截止2004/05年度結束為止，案件仍在處理中。 Ongoing as at the end of 2004/05.
懷孕及家庭崗位歧視（解僱） Pregnancy and family status discrimination (termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視（受到較差待遇及解僱） Disability discrimination (less favourable treatment and termination of employment)	截止2004/05年度結束為止，案件仍在處理中。 Ongoing as at the end of 2004/05.
殘疾歧視（解僱） Disability discrimination (termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
懷孕歧視（解僱） Pregnancy discrimination (termination of employment)	截止2004/05年度結束為止，案件仍在處理中。 Ongoing as at the end of 2004/05.

平等機會社會參與資助計劃所資助的機構 (2004/2005)
List of Organizations Funded under the Community
Participation Funding Programme (2004/2005)

機構名稱

香港仔街坊福利會社會服務中心
心創作劇場
明愛亞洲外地勞工社會服務
明愛香港仔社區中心
香港中華基督教青年會荃灣會所
（兒童及青少年綜合服務隊）
香港中華基督教青年會康怡會所
性權會
形相軸
飛雁幼稚園
扶康會/社區精神健康連網
港九街坊婦女會孫方中書院
和諧之家・新家庭社區教育及資源中心
基督教靈實協會明德日間活動中心暨宿舍
協康會粉嶺家長資源中心
協康會大坑東家長資源中心
協康會大窩口中心
香港傷健協會坪洲長者暨青少年鄰舍中心
匡智元朗晨曦學校
匡智張玉瓊晨輝學校
香港社區共融協會
香港特殊學習障礙協會
香港唐氏綜合症協會
香港婦女中心協會
路德會長青群康中心
香港路德會社會服務處 — 石硤尾失明者中心
香港路德會社會服務處路德會雍盛綜合服務中心
香港遊樂場協會彩霞青少年中心
香港遊樂場協會青衣青少年綜合服務中心
香港單親協會
香港基督教女青年會
香港青年學院
樂群社會服務處
馬鞍山聖若瑟小學
新生精神康復會新康中心

Organization

Aberdeen Kai-fong Welfare Association Social
Service Centre
Bravo Theatre
Caritas Asian Migrant Workers Social Service Project
Caritas Community Centre – Aberdeen
Chinese YMCA of Hong Kong Tsuen Wan Centre
(Integrated Team)
Chinese YMCA of Hong Kong, Kornhill Centre
Civil Rights for Sexual Diversities
Concealed Life
Fei Ngan Kindergarten
Fu Hong Society / Community Mental Health Link
H.K. & Kowloon Kaifong Women’s Association
Sun Fong Chung College
Harmony House – Community Education
and Resource Centre
Haven of Hope Christian Service
– Ming Tak Day Centre and Hostel
Heep Hong Society Fanling Parents Resource Centre
Heep Hong Society Tai Hang Tung Parents
Resource Centre
Heep Hong Society Tai Wo Hau Centre
HKPHAB Peng Chau Neighbourhood Elderly
cum Children & Youth Centre
Hong Chi Morninglight School, Yuen Long
Hong Chi Winifred Mary Cheung Morninghope School
Hong Kong Association for Community Inclusion
Hong Kong Association for Specific Learning Disabilities
Hong Kong Down Syndrome Association
Hong Kong Federation of Women’s Centres
Hong Kong Lutheran Centre For The Disabled
Hong Kong Lutheran Social Service
– Shek Kip Mei Lutheran Centre for the Blind
Hong Kong Lutheran Social Service
Yung Shing Lutheran Integrated Service Centre
Hong Kong Playground Association Choi Ha Children
& Youth Centre
Hong Kong Playground Association Integrated Service
For Children & Youth – Tsing Yi
Hong Kong Single Parents Association
Hong Kong Young Women's Christian Association
Hong Kong Youth Institute
Lok Kwan Social Service
Ma On Shan St. Joseph's Primary School
New Life Psychiatric Rehabilitation Association

平等機會社會參與資助計劃所資助的機構 (2004/2005)
List of Organizations Funded under the Community
Participation Funding Programme (2004/2005)

葵涌醫院病人資源及交誼中心
博愛醫院王東源夫人長者地區中心
聖公會麥理浩夫人中心家庭活動及資源中心
深青社（主辦團體）/ 共源主義（協辦團體）
香港中華基督教青年會沙田青少年外展社會工作隊
香港聖公會馬鞍山（南）青少年綜合服務中心
聖安當小學上午校
聖文嘉幼稚園家長教師會
香港小童群益會賽馬會秀茂坪青少年綜合服務中心
香港小童群益會粉嶺青少年綜合服務中心
香港小童群益會黃竹坑兒童中心
中華基督教會基順學校暨資源中心
基督教協益會黃埔綜合青少年服務中心
香港同志電影節
香港復康會
五旬節聖潔會香港區會基列社會服務中心
香港痲攀協會愛睿工場及宿舍
東華三院黃祖棠社會服務大樓
東華三院雷詠祥兒童中心
青年觀塘

Tuen Mun Training and Activity Centre
Patient Resource and Social Centre, Kwai Chung Hospital
Pok Oi Hospital Mrs. WONG TUNG YUEN
District Elderly Community Centre
S.K.H.Lady MacLehose Centre Family Activity
and Resource Centre
ShamChing Youth Association / Opensource Association
Shatin Youth Outreaching Social Work Team
Chinese YMCA of Hong Kong
SKH Ma On Shan (South) Children & Youth
Integrated Services Centre
St. Antonius Primary School (A.M)
St. Monica’s Kindergarten Parent-Teacher Association
The Boys’ and Girls’ Clubs Association of Hong Kong
– Jockey Club Sau Mau Ping Children and
Youth Integrated Centre
The Boys’ and Girls’ Clubs Association of Hong Kong
Fanling Youth Integrated Service Centre
The Boys’ and Girls’ Clubs Association of Hong Kong
Wong Chuk Hang Children Centre
The Church of Christ in China Kei Shun Speical School
The Church of United Brethren in Christ Whampoa
Integrated Children and Youth Service Centre
The Hong Kong Lesbian and Gay Film Festival Society
The Hong Kong Society for Rehabilitation
The Pentecostal Holiness Church Hong Kong
Conference Gilead Social Service Centre
The Spastics Association of Hong Kong Erik Kvan
Workshop and Hostel
Tung Wah Group of Hospitals Wong Cho Tong
Day Care Centre for the Elderly
Tung Wah Group of Hospitals Lui Wing Cheung
Children Centre
Youth Kwun Tong

2004/05年度平等機會夥伴
Our Partners in Equal Opportunities (2004/2005)

香港婦女中心協會愛滋病諮詢專責小組
劉麥懿明（稅務局局長）
新婦女協進會
香港女障協進會
張偉良（香港傷殘青年協會理事會主席）
阮蘇少涓(中華電力有限公司常務董事)
施關綺蘿（助理警務處處長 — 資訊系統科）
商界環保協會
經濟日報 Career Times
明愛社區發展服務
中華廚藝學院
香港城市大學
公務員事務局
公務員培訓處
中華電力有限公司
商業電台
公益企業
課程發展處
數碼港管理有限公司
衛生署
路向四肢傷殘人士協會
廖秀冬博士（環境運輸及工務局局長）
教育統籌局
林奕華（「非常林奕華」藝術總監）
森林聯盟
和諧之家
衛生福利及食物局
協康會
何嘉麗（前香港劍擊隊代表）
民政事務局
香港天主教勞工事務委員會
香港社會服務聯會
香港民主促進會
香港協痾會
香港家連家精神健康倡導協會
香港傷殘青年協會
香港保險業聯會
香港工會聯合會
香港總商會
香港女童軍總會
香港互聯網專業人員協會

Advisory Committee on AIDS, Hong Kong Federation of Women's Centres
Alice LAU (Commissioner of Inland Revenue)
Association for the Advancement of Feminism
Association of Women with Disabilities Hong Kong
Benny CHEUNG (Chairperson of Board of Directors, Hong Kong Federation of Handicapped Youth)
Betty YUEN (Managing Director, CLP Power Hong Kong Limited)
Bonnie SMITH (Assistant Commissioner of Police, Information System)
Business Environment Council
Career Times
Caritas Community Development Service
Chinese Cuisine Training Institute
City University of Hong Kong
Civil Service Bureau
Civil Service Training and Development Institute
CLP Power Hong Kong Limited
Commercial Radio
Community Business
Curriculum Development Institute
Cyberport Management Limited
Department of Health
Direction Association for the Handicapped
Dr. Sarah LIAO (Secretary for the Environment, Transport and Works)
Education and Manpower Bureau
Edward LAM (Artistic Director, Edward Lam Dance Theatre)
Forest Union
Harmony House
Health, Welfare and Food Bureau
Heep Hong Society
HO Ka-lai (Ex-member, Hong Kong Fencing Team)
Home Affairs Bureau
Hong Kong Catholic Commission for Labour Affairs
Hong Kong Council of Social Service
Hong Kong Democratic Foundation
Hong Kong Epilepsy Association
Hong Kong Family Link Mental Health Advocacy Association
Hong Kong Federation of Handicapped Youth
Hong Kong Federation of Insurers
Hong Kong Federation of Trade Unions
Hong Kong General Chamber of Commerce
Hong Kong Girl Guides Association
Hong Kong Internet Professionals Association

路德會長青群康中心
香港新聞行政人員協會
香港政策研究所
香港理工大學
香港復康力量
香港單親協會
香港復康會
香港貿易發展局
香港上海匯豐銀行
香港人力資源管理學會
香港專業教育學院
黃源喜(國際插花藝術學校校長)
大細路劇團
九龍婦女聯會
法律教育信託基金
嶺南大學
劉國柱(中華廚藝學院總教導員)
樂群社會服務處
2004精神健康月籌辦委員會
葵涌醫院病人資源及交誼中心
香港教育專業人員協會
香港電台
香港復康聯盟
香港視網膜病變協會
利民會
香港童軍總會
郭少明(莎莎國際控股有限公司主席及行政總裁)
聖公會教區福利協會
香港弱能兒童護助會
香港中文大學
香港律師會
香港公開大學
香港大學
香港科技大學
中華煤氣有限公司
運輸署
東華三院黃祖棠綜合職業復康中心暨宿舍
奧斯陸大學
婦女事務委員會

Hong Kong Lutheran Centre for the Disabled
Hong Kong News Executives' Association
Hong Kong Policy Research Institute
Hong Kong Polytechnic University
Hong Kong Rehab Power
Hong Kong Single Parents Association
Hong Kong Society for Rehabilitation
Hong Kong Trade Development Council
HSBC
Hong Kong Institute of Human Resource Management
Hong Kong Institute of Vocational Education
James WONG (Headmaster, International School of Flower Arrangement)
Jumbo Kids Theatre
Kowloon Women's Organizations Federation
Legal Education Trust Fund
Lingnan University
LIU Guozhu (Chief Instructor) Food Preparation, Chinese Cuisine Training Institute
Lok Kwan Social Service
Organizing Committee of Mental Health Month 2004
Patient Resource and Social Centre, Kwai Chung Hospital
Hong Kong Professional Teachers' Union
Radio Television Hong Kong
Rehabilitation Alliance Hong Kong
Retina Hong Kong
Richmond Fellowship of Hong Kong
Scout Association of Hong Kong
Simon KWOK (Chairman & CEO, Sa Sa International Holdings Limited)
SKH Diocesan Welfare Council
Society for the Relief of Disabled Children
The Chinese University of Hong Kong
The Law Society of Hong Kong
The Open University of Hong Kong
The University of Hong Kong
The Hong Kong University of Science & Technology
Towngas
Transport Department
Tung Wah Group of Hospitals Wong Cho Tong Integrated Vocational Rehabilitation Centre cum Hostel
University of Oslo
Women's Commission