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平機會期刊 EOC Journal

平等

點線面

EQUALITY PERSPECTIVES



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

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#MeToo?

之後：

困局與出路

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我上任平機會主席至今已四個多月。我體會到，雖然幾乎沒有人會反對平等機會，但當需要採取實質行動、捍衛這理念時，不少人便會卻步或表示抗拒，尤其是在需要審視既有的想法，改變一些習慣，並檢討自己曾否有意或無意地不公平對待他人。

#MeToo便是典型例子。這場席捲全球的運動源於性騷擾受害人在社交媒體上打破沉默、尋求公道，但卻惹來不少網民和評論人訕笑，指運動將政治正確的概念無限上綱，有部分人甚至貶抑#MeToo如一場「獵巫」行動，嘩眾取寵。#MeToo的原意及其帶來的啟示，在一片冷嘲熱諷中漸漸變得模糊。

平機會深信，要達至真正的平等，絕不能自說自話、「圍爐取暖」，而是要正視紛爭根源，從而化解分歧。因此，這一期的封面故事深入分析坊間對#MeToo的各種批評，進而探究這場運動對今天的香港有何意義。我們希望拆解關於性騷擾的迷思，並讓#MeToo重新展現它的效能——引發更多有關性別平等的討論。而作為社會未來的主人翁，年輕一代絕對有必要參與其中。期刊的兩篇專題文章，便分別介紹了平機會就本港性教育改革提出的建議，以及巡迴中小學、以性騷擾為題的戲劇表演，藉此探討如何讓下一代從小學習互相尊重、擁抱多元共融。

或許#MeToo浪潮已逐漸退下，但我們還需繼續努力，以消除社會上的偏見，為受害者提供更全面的支援，讓每人的身體自主權得到尊重。你是否願意與我們一起建設更平等的世界？

平等機會委員會主席
朱敏健, IDS
2019年8月

Four months into assuming office as the EOC's Chairperson, it has become clear to me that almost nobody would say they are against equal opportunities; but when push comes to shove and action needs to be taken to defend that ideal, some would grow reluctant, resistant even, especially if it involves questioning one's beliefs, changing one's habits, and assessing if one has treated others unfairly, knowingly or not.

This is the case with #MeToo. What began as a global movement among victims of sexual harassment breaking the silence has been laughed off by netizens and commentators alike as political correctness gone too far, discredited by some as a witch-hunt and publicity stunt, and, much like everything else in this age of information fatigue, gradually thrown into oblivion.

The EOC recognises that equality will not come if debates are sidelined and differences papered over, which is why, in the cover story of this issue, we do the uncomfortable but necessary work of addressing criticisms against #MeToo head-on, asking whether and how it remains relevant to Hong Kong. Our wish is simple: to dispel myths around sexual harassment and restore the movement's momentum to inspire meaningful conversations about gender equality. Those conversations, of course, must include the younger generation, for the future lies in their hands. The articles following the cover story thus look at two of the EOC's recent initiatives relating to students – our recommendations on sex education reform and drama performances about sexual harassment held at schools – and discuss ways to nurture values of respect and diversity from an early age.

Notwithstanding that the buzz around #MeToo might have subsided, we still need all hands on deck to journey towards a world with less prejudice, stronger support for victims, and greater respect for bodily autonomy. Are you ready to join us and set sail?

Ricky CHU Man-kin, IDS
Chairperson
Equal Opportunities Commission
August 2019

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What's Next After

#MeToo? 之後： 困局與出路

今年5月，某傢俬店推出豆腐雪糕廣告，宣傳字句「只要你鍾意，隨時都可以嚟食我豆腐」引起網民熱議：有人直斥廣告低俗、不尊重性騷擾受害人；也有人形容批評者是「女權塔利班」、「玻璃心」，笑指「雪糕俾咗consent」。

The Internet caught on fire when a furniture retailer published an ad for its tofu ice cream in May this year, sporting the tagline “Come and eat my tofu whenever you like” in Cantonese. (“To eat someone’s tofu” is a Cantonese slang meaning sexual harassment.)

While some slammed it for being vulgar and disrespectful towards victims of sexual harassment, others described the critics as overreacting “feminist terrorists” and quipped, “the ice cream already gave consent.”

民情對性別議題如此兩極化，非一朝一夕之事。早於2017年，跨欄運動員呂麗瑤在Facebook發文響應#MeToo，表示中學時曾被教練非禮，同樣引來不少人留言支持和批評。

作為鼓勵性騷擾和性暴力倖存者發聲的全球運動，為何#MeToo會受到各種抨擊？當中又有多少是源於誤解？今期封面故事，由平機會委員兼政策、研究及培訓專責小組及反性騷擾運動工作小組召集人蔡玉萍教授，以及工作小組副召集人莊耀洸律師拆解箇中迷思，並探討如何走出困局，借助#MeToo的影響，推動社會正視性騷擾問題。

The polarisation of public sentiment around gender issues is far from a new phenomenon. In 2017, when hurdler Vera LUI posted on Facebook in the spirit of #MeToo, saying that she had been sexually assaulted by her coach during secondary school, she was greeted with as much support as criticism.

Why would a movement intended to empower survivors of sexual harassment and violence draw attacks? How far are they based on misconceptions? In this cover story, we talk to Prof Susanne CHOI Yuk-ping, EOC Member and Convenor of the Policy, Research and Training Committee and the Working Group on Anti-Sexual Harassment Campaign, as well as Mr CHONG Yiu-kwong, solicitor and Deputy Convenor of the Working Group to unpack the myths underlying the debate, and explore how we can leverage #MeToo to drive conversations about sexual harassment as a real problem.



蔡玉萍教授
Prof Susanne CHOI Yuk-ping

甚麼是#MeToo? What's #MeToo?

2017年10月，《紐約時報》揭發著名電影監製Harvey WEINSTEIN涉嫌30多年來性騷擾及性侵多名女性。女演員Alyssa MILANO其後在社交平台Twitter呼籲追隨者透過「#MeToo」這個標籤（hashtag），公開受害經歷，隨即引起世界各地的網民響應。

In October 2017, *The New York Times* released breaking news about film producer Harvey WEINSTEIN allegedly committing sexual harassment and assault against multiple women over the course of 30 years. Shortly after, actress Alyssa MILANO called on her Twitter followers to come forward with the hashtag #MeToo if they had been sexually harassed or assaulted. The campaign was soon echoed by netizens from around the world.

受害人應有受害人的樣子？

有批評指，部分響應#MeToo的女性「不像一個受害者」，例如事發時沒有「say no」和反抗、事發後仍與加害者保持接觸、多年來沒有求助等。

蔡玉萍教授認為，這些對受害者的想像抽空了性騷擾的處境：「在不少性騷擾個案中，騷擾者和受害人不但處於權力不對等的位置，而且二人關係緊密，當中有信任、有依賴，例如教練與運動員、老師與學生、上司與下屬，神職人員與信徒等。」一旦被性騷擾，受害人在當下手足無措、不懂如何理解事件，以至事發後心情複雜、遲遲不舉報，是很自然的事。

更重要的是，部分受害人根本不清楚性騷擾的定義，即使親歷其境亦不懂稱之為「性騷擾」，故無從反應。莊耀洸律師指：「假如我們在中、小學已接受相關教育和訓練，便會更易懂得及時作出反應。」（有關香港性教育的不足和改革的可能，可參考下一章。）

Why don't victims “look the part”?

Some of the women joining the ranks of #MeToo have been criticised for “not behaving like a victim”, either because they didn't show any sign of struggle or say “no” during the incident in question, or because they remained in close contact with the perpetrator afterwards. The fact that they never sought help over the years fuelled further scepticism.

This popular imagination of what a victim should be like stems from a decontextualised understanding of sexual harassment, according to Prof Choi. “In many cases, there's an unbalanced power dynamic between the harasser and the victim. Also, there's often a relationship of trust and dependence, whether it's between a coach and an athlete, a teacher and a student, a supervisor and a subordinate, or a clergy member and a lay churchgoer,” she said. It is common, then, for victims to be shocked by the harassment, unable to fathom its meaning and take any action. Thrown into emotional turmoil, they naturally hold off reporting it.

More alarmingly, some victims are unaware of what constitutes sexual harassment to begin with. Even when on its receiving end, they struggle to put a name to it, let alone mustering a response. Mr Chong said, “If there were more education and training in primary and secondary schools, people would be better equipped to respond.” (*For an analysis of the inadequacies of sexuality education in Hong Kong and possible reforms, read the next article.*)

「公審」的爭議

#MeToo的特點之一，是以社交媒體作為申訴平台，但亦因此被指鼓吹公審：某人聲稱被性騷擾或非禮，嫌疑者隨即被網民和傳媒「起底」，生活和名聲均受影響。然而，受害者之所以在網上分享經歷，往往是因為覺得未能通過所屬機構，又或是執法和司法程序取得公義，尤其當相關人員和身邊人內化了大眾對受害者的假設，甚或要求受害者息事寧人。

蔡教授直言批評#MeToo「未審先判」的人存有雙重標準：「當面對其他不公事件，例如公眾人物濫用職權，而現存制度又未能帶來改變時，我們也會利用媒體力量喚起社會關注。為何性騷擾和非禮受害者作出指控時，就受到指責？」

莊律師續指，甚少人會貿然點名指控某人作出性騷擾或非禮行為，因為當中涉及的風險甚高：「若被對方告以誹謗，你必須證明指控內容屬實。萬一輸了官司，有機會傾家蕩產，聲譽亦會受損，代價極大。」

性騷擾定義清晰 「矯枉過正」是偽命題

#MeToo興起後，一度有各式手機程式出現，讓用戶在發生性行為前，透過電子簽署以示同意。不少人遂擔心#MeToo「謀殺了浪漫」，形成政治正確的文化，令男性動輒得咎。莊律師認為這些程式只是一種選擇，是否使用完全視乎個人喜好，不能就此認定#MeToo走火入魔。

再者，香港法律為性騷擾定下了明確定義，「涉及性」和「不受對方歡迎」是其中兩個要素（例如事主已拒絕同事追求，但對方仍不斷發送有性意味的短訊）。蔡教授指：「某些行為明顯地逾越了這條界線。若指#MeToo扼殺了曖昧空間，是徹底誤解了性騷擾的定義，我們不應將兩者混為一談。」

談到有評論人憶述就讀幼稚園時被老師摸臉額，藉此揶揄#MeToo矯枉過正，蔡教授直指這些言論不但曲解了性騷擾的定義，亦淡化了其嚴

Controversy over social bashing

#MeToo draws its power partly from social media, but for that same reason it has been said to abet cyberbullying, as netizens and media alike “dox” alleged perpetrators, affecting their daily life and reputation. For many victims, however, taking their stories online seems to be a last resort based on the belief that justice cannot be served by the organisation they belong to, nor via law enforcement and judicial procedures. This is especially true when their acquaintances or the staff members handling their case have internalised assumptions about sexual harassment victims, or worse – advised them to get over it.

What also concerns Prof Choi is the double standard behind the criticism: “When faced with other forms of injustice that cannot be redressed with existing institutions, such as when a public figure abuses his power, we often turn to the media to raise awareness. Why is it that when victims of sexual harassment and assault do the same thing, we start blaming them for it?”

Mr Chong pointed out that ungrounded allegations against a specific person are rare, because of the high risks they pose: “You expose yourself to a possible libel lawsuit, in which case you’ll have to prove what you alleged is true. If you lose, it will damage both your finances and reputation.”

Strawman arguments against #MeToo

Several mobile apps emerged in the wake of #MeToo, allowing users to indicate their consent with an e-signature before having sex. Some therefore argue that #MeToo has “killed romance” and created a culture of political correctness that leads to constant policing of male behaviour. Dismissing those worries, Mr Chong said everyone has the freedom to choose whether to use those apps, and so it is too facile to conclude that #MeToo has “gone too far”.

Furthermore, Hong Kong law has a clear definition of sexual harassment, an essential component being the sexual and unwelcome nature of the harassing behaviour (e.g. continuing to “sext” a colleague after he or she rejected one’s advances). “Some acts clearly cross that line,” said Prof Choi. “To say that #MeToo has constricted our freedom to flirt is to blatantly ignore the definition of sexual harassment. We shouldn’t conflate the two.”

In a mocking caricature of #MeToo, a commentator once recalled having his face touched by a teacher in kindergarten. Derision like this, in Prof Choi’s opinion, distorts the definition of sexual harassment and trivialises its severity. She also stressed

重性。她強調，將男女置於對立面，無助解決性騷擾問題——事實上，有不少男性支持#MeToo運動，男性也可以成為性騷擾的受害者，而性騷擾亦有機會在同性之間發生。

多管齊下 加強受害者支援

在《性別歧視條例》下，如僱員作出性騷擾行為，即使僱主不知情，仍要負上轉承責任，除非僱主已採取合理可行的預防措施，例如制定明文防止性騷擾政策和處理投訴機制、確保員工知悉相關程序、妥善跟進投訴，以及為員工定期提供培訓等。

蔡教授相信，推動機構制定相關政策和機制，是防治性騷擾的最有效方法之一。展望將來，她期望平機會能得到更多資源，繼續為機構提供培訓之餘，可推行獎勵計劃，鼓勵機構採取更積極的措施。

至於更嚴重的非禮或性暴力個案，受害者如何得到適切的支援？不少民間團體便提出，政府應考慮在醫院設立一站式支援中心，讓受害者及時得到治療、讓法醫取證，並在同一地方作出舉報和接受輔導，藉此把二次傷害減到最低。

莊律師進一步指，不同類型的受害者，例如兒童、長者、殘疾人士、少數族裔、跨性別人士等有著不同需要，直接影響他們與前線員工的溝通，因此服務提供者必須保持敏感度，安排合適的培訓和配套。



莊耀洸律師
Solicitor CHONG Yiu-kwong

that the problem won't be solved by pitching men and women against each other. Indeed, there are men among #MeToo supporters; and men, too, may be subject to sexual harassment – both by men and women.

Strengthening victim support on various fronts

Under the Sex Discrimination Ordinance, employers may be held vicariously liable for acts of sexual harassment committed by employees, even when they have no knowledge of them. Employers may, however, invoke the defense of having taken reasonably practicable preventive measures, such as establishing an anti-sexual harassment policy and complaint-handling procedures, informing employees accordingly, following up on complaints properly, and providing regular training to employees.

Prof Choi believes that encouraging organisations to formulate relevant policies and mechanisms is one of the most effective ways to prevent sexual harassment. Moving forward, she hopes that the EOC will be granted additional resources to roll out an award scheme and incentivise organisations to adopt more proactive measures, while continuing its corporate training effort.

As for victims of more serious offences involving sexual assault or violence, how can they receive the support they need? A key factor is to minimise the distress caused by repetitive requests for information, which is why NGOs have called on the Government to consider setting up a one-stop support centre at hospitals, where victims can get timely treatment, work with medical examiners to collect evidence, report the incident, and meet with counsellors.

Mr Chong added that victims are not a homogeneous group – they can be children, elders, people with disabilities, ethnic minorities, transgender people, etc. Their diverse needs directly impact their communication with frontline staff. Thus, it is imperative that service providers remain sensitive, arrange staff training, and devise accommodating measures.

各界意識有所提升 印證#MeToo意義猶在

平機會署理營運總裁朱崇文博士指，由於香港針對性騷擾的法律框架相對完善，在執法上亦有既定程序，加上平機會擁有相關的研究和培訓經驗，因此在亞洲區內能起一定的示範作用。過往就有不少地方，例如澳門、蒙古的代表到訪平機會，就反性騷擾工作進行交流。

他亦觀察到，#MeToo的出現令不同界別的機構更主動關注性騷擾問題，著手檢視現行政策、作出改革。以體育界為例，呂麗瑤於2017年在Facebook發文後，各體育總會對平機會所舉辦的研討會和工作坊反應明顯較以往熱烈。根據平機會今年發布的調查，已制定防止性騷擾政策的總會由2014年的七間增至2018年的22間，另有17間預計將於2019年第四季制定政策。



朱崇文博士
Dr Ferrick CHU Chung-man

打破沉默的浪潮亦席捲本地宗教界。香港基督教協進會去年發表有關教會內性騷擾的調查，共收到55份有效問卷，當中過半數受訪者指曾被教會同工或信徒領袖性騷擾，更有17%被迫進行性行為。同年7月，平機會便成功邀得九大教派的13名代表開會，眾人同意教牧人員和教會員工應接受更多培訓。平機會至今已為各基督教教派和天主教香港教區代表舉辦了多次研討會，釐清相關的法律責任，同時透過多場工作坊，幫助教會制定防止性騷擾政策。

法律保障與政策改革同樣重要。朱博士表示：「平機會正向政府爭取增撥資源，成立性騷擾專責小組。小組的工作計劃之一，是全面檢討與性騷擾相關的法律條文，找出漏洞，例如法例現時不適用於哪些處境、哪些關係，進而建議政府如何補漏，從最基本的層面為受害者加強保障。」

Increased awareness attests to #MeToo's impact

With a relatively sound legal framework, established law enforcement procedures and the EOC's experience in related research and training, Hong Kong can be a potential role model for other parts of Asia in combatting sexual harassment, according to Dr Ferrick CHU Chung-man, Acting Chief Operations Officer of the EOC. In the past, representatives from Macau, Mongolia and other regions visited the EOC Office to hear about its anti-sexual harassment work.

Dr Chu also noted that the #MeToo movement had prompted organisations across different sectors to pay greater attention to the issue of sexual harassment, review their policies and implement reforms. After Vera LUI spoke up on Facebook in 2017, for instance, National Sports Associations (NSAs) showed a stronger interest in the EOC's seminars and workshops than before. According to a survey released by the EOC this year, the number of NSAs with an anti-sexual harassment policy increased from seven in 2014 to 22 in 2018, with an additional 17 NSAs expecting to have a policy in place by Q4 2019.

The religious sector has also seen the rise of "silence breakers". Last year, the Hong Kong Christian Council published a study on sexual harassment in churches. More than half of the 55 respondents had been sexually harassed or assaulted by a church leader or employee; nearly 17% were forced to engage in sexual activity. Soon afterwards, the EOC invited 13 representatives from nine major denominations to a meeting in July, who agreed on the need to provide more training for clergy members and church employees. The EOC has since organised seminars for various Christian denominations and the Catholic Diocese of Hong Kong to clarify the relevant legal liability, as well as workshops to help churches establish anti-sexual harassment policies.

Legal safeguards are of equal importance as policy reform. Dr Chu said, "The EOC wishes to set up a dedicated Sexual Harassment Unit, subject to the availability of additional resources from the Government. One of its work plans would be to conduct a comprehensive review of the law concerning sexual harassment, identify gaps in protection, such as the scenarios and relationships currently not covered by the law, and make recommendations to the Government accordingly. This would help us strengthen support for victims at the most fundamental level."

性騷擾 Sexual Harassment VS 猥褻侵犯罪 Indecent Assault

民事 Civil	性質 Nature	刑事 Criminal
《性別歧視條例》 Sex Discrimination Ordinance	相關法例 Relevant law	《刑事罪行條例》 第122條 Section 122, Crimes Ordinance
<p>有特定對象 With a specific target: 向某人作出任何涉及性的行為；此行為不受該人歡迎，而一個合理的人在顧及所有情況後，亦預期該人會感到被冒犯、侮辱或威嚇 Unwelcome conduct of a sexual nature directed at a person, where a reasonable third party, having considered all relevant circumstances, would have anticipated that that person would be offended, humiliated or intimidated</p> <p>可以無特定對象 Can be without a specific target: 作出任何涉及性的行為；此行為不一定針對某一個人，但對他人造成一個有敵意或威嚇性的環境 Conduct of a sexual nature that may not be directed at a person, but creates a hostile or intimidating environment</p>	<p>定義 Definition</p> <p>法例無明文定義，一般指有猥褻意圖作出侵犯行為（俗稱非禮） No express definition under the law; generally refers to assaulting acts with indecent intent</p>	
僱傭、教育、貨品 / 服務 / 設施提供等 Employment, education, provision of goods/services/facilities, etc.	適用範疇 Applicable fields	不限 Not stipulated
<ul style="list-style-type: none"> 上司視視下屬的胸部 A supervisor staring at a subordinate's chest area 老師在課堂上講色情笑話 A teacher telling sexual jokes in class 食客評論侍應的體態 A customer commenting to a waitress about her body 	<p>例子 Examples</p> <ul style="list-style-type: none"> 未經同意下觸摸他人私處 Touching a person's private parts without consent 	
<ul style="list-style-type: none"> 向所屬機構投訴 Lodge a complaint with your organisation 向平機會投訴，平機會在適當時會進行調查和調停；如調停失敗，投訴人可向平機會申請法律協助，協助方式包括在合適情況下，代表成功獲批的申請人入稟民事索償 Lodge a complaint with EOC; EOC will conduct investigation and conciliation when appropriate; if conciliation fails, the complainant may apply for EOC's legal assistance, which includes, under appropriate circumstances, representing a successful applicant to initiate civil proceedings 	<p>申訴途徑 Reporting avenues</p> <ul style="list-style-type: none"> 報警 Report to the police 如同時涉性騷擾，可向平機會投訴，平機會將以性騷擾個案的既定程序處理（詳見左文） Lodge a complaint with EOC if sexual harassment is involved; it will be handled according to EOC's established procedures for sexual harassment cases (see details on the left) 	
<ul style="list-style-type: none"> 向平機會投訴：事發後12個月內 Lodge a complaint with EOC: Within 12 months of incident 向區域法院提出民事訴訟：事發後24個月內 File a claim with District Court: Within 24 months of incident 	<p>申訴期限 Time limit for reporting</p> <p>猥褻侵犯罪並無追溯期限 No time limit for indecent assault</p>	
<p>相對可能性的衡量 Balance of probabilities:</p> <ul style="list-style-type: none"> 法庭在權衡雙方提出的證據後，判定哪一方的說法更可信 The court would evaluate the evidence presented by both parties and decide whose account is more plausible 舉證門檻較低 Lower evidentiary threshold 	<p>舉證準則 Standard of proof</p> <ul style="list-style-type: none"> 如法庭認為任何一項犯案要素仍有合理疑點，被告便可脫罪 If the court decides there is any reasonable doubt that a particular ingredient of the offence has not been proven, then the accused person will be acquitted 舉證門檻較高 Higher evidentiary threshold 	
法庭可命令答辯人作出賠償及 / 或道歉 The court may order compensation and/or apologies	<p>後果 Consequences</p> <p>最高可監禁10年 The maximum punishment is 10 years' imprisonment</p>	

性教育改革初探

Re-envisioning Sexuality Education

幫助下一代建立正確的性和性別觀念，對預防性騷擾尤為關鍵。然而，香港性教育一直被詬病落後和不全面，不少學生更不諱言，他們的性知識主要來自媒體和朋輩。究竟本港性教育有甚麼不足之處，又可如何改善呢？

Nurturing positive values about gender and sexuality among the next generation goes a long way towards preventing sexual harassment. However, sexuality education in Hong Kong has often been criticised for being backward and incomprehensive, with many students citing the media and peers as their primary source of sexual knowledge. What exactly has gone wrong, and how can we get back on the right track?

為性教育把脈

Diagnosing the problem



指引零散 教材不一

Scattered teaching guidelines and materials

教育署於1997年發出《學校性教育指引》，長達80頁，針對幼稚園、小學、初中及高中四個階段定下學習主題，並提到學校應肯定「性並不是罪孽或邪惡」等基本原則。然而，隨著教育局於2001年將衛生、青春期、戀愛、性別平等性教育元素納入中小學各學科（如科學和通識）以及德育及公民教育，這份獨立指引已從局方網站下架。坊間教材更是參差迥異，教師不知如何選擇。

In 1997, the Education Department issued the “Guidelines on Sex Education in Schools”, an 80-page document that spelt out learning themes for kindergarten, primary, lower and upper secondary levels while establishing core principles for schools, such as acknowledging that “sexuality is not a curse or an evil”. However, this independent guideline was taken down from the Education Bureau (EDB) website after its 2011 decision to integrate elements of sex education, such as hygiene, puberty, dating and gender equality, into the curricula of different subjects (e.g. science, liberal studies, etc.) and civic and moral education at primary and secondary schools. The disorganised mix of teaching materials developed by different organisations further compounds the challenge for teachers.

校本主導 各施各法

Divergent approaches due to school-based model

教育局沒有規定性教育的內容和課時，因此是否教、教甚麼、教多教少，全由學校自決。部分學校只側重生理知識，甚少指導學生如何反思性別定型，以至健康地處理情慾和親密關係。

The EDB does not stipulate the content nor number of lesson hours for sexuality education. What's taught and what's not are at the discretion of individual schools. Focus is sometimes placed on biological facts, with little mention of how to make sense of gender stereotypes, desire and intimacy.

迷思未解 禁忌重重

Entrenched myths and taboos

不少辦學團體和家長對性教育仍有各種誤解，例如「學懂避孕就會更易發生性行為」、「認識同志就會變成同志」等。聯合國教科文組織曾審視世界各地超過80項研究，發現即使不採用禁慾模式，改而教導青年人如何避孕和預防性病，他們也沒有提早發生性行為，亦沒有增加性行為的頻率。

“Teaching birth control encourages sex.” “Learning about LGBT (lesbian, gay, bisexual and transgender) people will turn students gay.” These misconceptions about sexuality education persist among school-sponsoring bodies and parents alike. The truth is, having reviewed over 80 studies from around the world, the United Nations Educational, Scientific and Cultural Organization concluded that programmes that go beyond preaching abstinence to touch on protection against pregnancy and sexually transmitted infections neither hastens the initiation of sexual activities nor increases their frequency.

前線欠培訓 性別意識薄弱

Lack of training and gender awareness among frontline staff

大部分教師面對沉重工作壓力，沒有誘因接受培訓。衛生署於2012-2013年進行調查，發現每校平均有4.9名教師在上學年教授性教育課題，卻從未修讀相關專業發展課程。

Already burdened with heavy workload, most teachers lack incentive to receive training. In 2012-2013, the Department of Health conducted a survey and found that on average, 4.9 teachers per school taught sexuality-related topics in the previous school year, but had never enrolled in relevant professional development programmes.

改革方向 Directions for reform

去年10月，平機會向教育局提交意見書，就性教育改革提出建議。平機會認為，要推動性教育的發展，可從以下多方面展開討論。

Last October, the EOC made a submission to the EDB, laying out recommendations for sexuality education reform. The EOC believes that the discussion about the development of sexuality education can cover various aspects as listed below.



檢視課程 Conduct curriculum review

獨立課程或指引或有助學校更易掌握不同階段的課題和學習目標。內容應以性別平等為核心價值，並定期更新，以緊貼學生有機會面對的情景，如約會暴力、色情短訊和援交等。

A dedicated curriculum or guideline may help schools develop a better grasp of the topics featured in different stages and expected learning outcomes. Gender equality should be made a core value of the curriculum, supplemented by regular updates that ensure topical issues affecting students are covered, such as dating violence, sexting and "part-time girlfriends/boyfriends".

訂下課時 Stipulate lesson hours

部分地區規定學校撥出指定時數提供性教育。以台灣為例，小學及初中學生每學期須參與至少四小時的相關課程或活動。教育局亦可就不同性教育元素訂下建議課時。

In some regions, schools are required to dedicate a specific number of lesson hours to sexuality education. Taiwan, for instance, requires primary and lower secondary students to participate in at least four hours of related courses or activities in each term. The EDB may consider stipulating the recommended number of lesson hours for different elements of sexuality education.

加強師資培訓 Strengthen training for educators

局方可考慮要求現職教師和學校管理層在教授性教育前必須修讀專業發展課程。

The EDB may consider requiring teachers and school management to enrol in professional development programmes before teaching sexuality education at school.

共享資源 Share resources

各機構可研究合作設立一站式平台，整合性教育教材，以便教師參考。平機會亦於今年5月6日舉辦了「改革本港性教育圓桌會議」，邀請了不同持份者參與，包括立法會議員、學者、校長、教師、社工和非政府組織代表。我們將繼續促進各界交流，以辨識出有效的政策和最佳的措施。

Relevant organisations may explore setting up a shared online platform to consolidate various teaching materials, as a one-stop reference for educators. The EOC, in fact, organised the Roundtable on Reforming Sexuality Education in Hong Kong on 6 May this year for stakeholders, including legislators, scholars, school principals, teachers, social workers, and NGO representatives. We will continue to facilitate this exchange, in order to identify effective policies and best practices.

性教育與平機會工作有何關係？ What does sexuality education have to do with EOC's work?

平機會法定職能之一：消除性騷擾（《性別歧視條例》第64條）

One of the EOC's statutory functions is to work towards the elimination of sexual harassment (Section 64, Sex Discrimination Ordinance)

大學性騷擾情況普遍 Sexual harassment found to be prevalent at universities

近四分一大學生在調查前12個月內曾受性騷擾
（《打破沉默：本港大學生性騷擾調查研究報告 2019》）

Nearly one in four university students had experienced sexual harassment within 12 months prior to survey
("Break the Silence: Territory-wide Study on Sexual Harassment of University Students in Hong Kong 2019")



一起發聲 推動改革 Pitch in on the conversation!



教育局於2017年成立「學校課程檢討專責小組」，旨在整體檢討中小學課程，包括價值觀教育。專責小組現正就其初步建議諮詢公眾意見，相關文件已上載至教育局網頁：www.edb.gov.hk/tc/about-edb/press/consultation。公眾人士可於2019年9月16日或之前，以郵寄、傳真或電郵方式，把意見交予專責小組，詳情請參閱上述網頁。

The EDB set up the Task Force on Review of School Curriculum in 2017 to conduct a holistic review of the primary and secondary curricula, including values education. The Task Force is now soliciting views from the public on its initial recommendations. The relevant consultation document has been uploaded to the EDB website: www.edb.gov.hk/en/about-edb/press/consultation. Members of the public are welcome to send their views by post, fax or email on or before 16 September 2019. More details are available on the website.

The Wonder of Theatre:

寓教育於戲劇

Primary Students
Learn about
Sexual Harassment
Issues through Drama劇團助小學生
認識性騷擾

「你擺我身材去講笑，我覺得唔舒服嘅話，都係性騷擾！」台上女演員話音剛落，台下學生即輕呼一聲「噢……」，如醍醐灌頂。這班目不轉睛地看著舞台的小朋友，是佐敦道官立小學的高小學生，正觀賞由劇團森林聯盟製作的話劇《有舞性騷擾》。

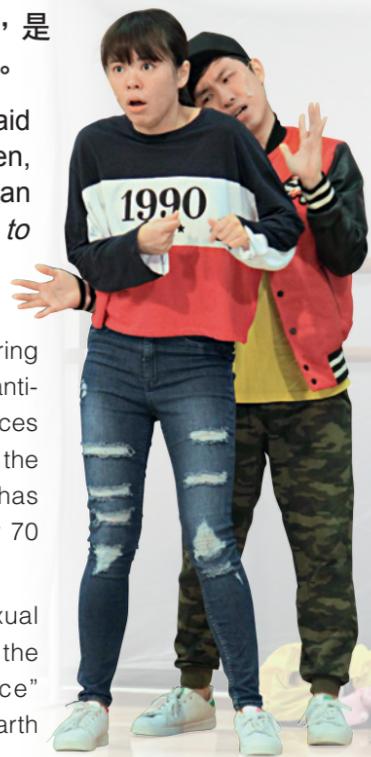
“If you joke about my body and it makes me uncomfortable, that’s sexual harassment,” said the actress on stage, inspiring a gasp of surprise from the students in the hall. The children, who couldn’t seem to take their eyes off the stage, were upper primary students of Jordan Road Government Primary School, which was hosting a performance of the play, *Say No to Sexual Harassment* (hereinafter “*Say No*”), produced by Forest Union.

平機會自2000年與森林聯盟合作，以反性騷擾為主題創作話劇，在各中小學巡迴演出。《有舞性騷擾》是最新劇目，於2018年推出，至今曾於超過70間學校上演，觀賞學生數目接近16,000人。

要向小學生解說性騷擾的概念並不容易。營銷界有云：「Know your audience」，再厲害的產品，如用上高深或沉悶的宣傳包裝，必然曲高和寡，沒人理會。同樣，要吸引學生投入活動，就必須說他們的語言。監製李惜英分享道：

Since 2000, the EOC has been partnering with Forest Union to develop plays about anti-sexual harassment, and deliver performances at secondary and primary schools across the territory. To date, the latest play *Say No* has reached nearly 16,000 students from over 70 schools since its launch in 2018.

Teaching primary students about sexual harassment can be a real challenge. As the marketing adage, “Know Your Audience” suggests, even the greatest product on earth



「我們的劇本寫得特別貼地，引入了生活化的場景，例如導師用手機偷拍阿欣等情節，讓學生更易產生共鳴。此外，演員會突然暫停表演，邀請同學上台繼續演出或回答問題；這些互動環節有助他們設身處地，思考遇到性騷擾時，該如何反應。」

李惜英指，近年越來越多小學表示有興趣邀請劇團到校表演，反映教育界漸漸認同學生需及早建立性別平等意識，並認識何謂性騷擾。的確，青春期始於小學階段，學生對身體產生好奇本屬自然，談情說愛亦不足為奇；重要的是如何學懂互相尊重，避免侵犯他人的身體自主權。戲劇能把這些抽象的概念變得具體，透過輕鬆、生動的方式，幫助學生培養正確的價值觀，從而分辨出哪些言行逾越了界線，同時確立一些基本概念，例如同性之間也會出現性騷擾、位高權重的人也可以是加害者等。

劇情簡介
About the story

阿欣自小喜愛跳舞，最近加入了舞蹈學院。導師上課期間不時碰到她的敏感部位，更公然談論她的身材。阿欣感到不自在，遂與師姐傾訴，卻發現同樣事情竟曾發生在對方身上。究竟這位導師的行為是否屬於性騷擾？當遇到性騷擾，或是目擊朋友被人性騷擾時，我們可以怎麼辦？

Yan recently joined a dance school because she has always loved dancing since she was small. During class, the instructor gets handsy and openly talks about the way her body looks. When Yan tells a senior about the disquieting episode, she finds out that the senior had a similar experience before. It gets them thinking – have they been sexually harassed? What should we do when it happens to us or someone we know?



needs tailored messaging to gain traction. Likewise, one needs to speak the language of the young in order to keep them engaged. “The script is very much grounded in the students’ reality, incorporating everyday scenes that would resonate with them, such as when the instructor sneaks photos of Yan with his smartphone,” said producer Vivian LEE. “Our actors would also pause the performance in the middle of a scene and invite students to go on stage, so they can participate in the acting themselves or answer a question. These interactive elements allow them to really immerse in the story and think about how they should react to sexual harassment.”

Vivian observed that an increasing number of primary schools had expressed interest in hosting Forest Union’s performances in recent years, which reveals a growing awareness among educators of the need to teach students about gender equality and sexual harassment at an early age. As puberty sets in, it is natural for primary students to feel curious about their bodies, or even dabble in matters of love. Most importantly, such exploration must be steered towards building mutual respect and an appreciation for the bodily autonomy of others. There is perhaps no better way to communicate these abstract concepts than through drama, which serves as a light-hearted, entertaining medium for students to learn where to draw the line and grasp important messages – whether it is the fact that sexual harassment can happen between persons of the same sex, or the idea that the perpetrator can sometimes be an authority figure in their lives.

森林聯盟於2000年成立，是由戲劇界資深人士組成的專業劇團，旨在推動地區層面的戲劇培訓工作。

Founded in 2000 by experienced theatre veterans, Forest Union is a professional drama troupe that strives to promote theatrical training among local communities.

聯絡森林聯盟，安排到校演出！
Contact Forest Union
and book a performance!

☎ 6799 4089 | ✉ forestunion288@gmail.com



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION



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Enhance inclusion of people
with disabilities and promote
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平等生活 開心共融

Embracing Social Inclusion Project

非常人物生活雜誌 @RTHK Radio 1

《非常人物小百科》：傷健共融的生活知識
2019年3至10月逢星期日下午一至二時

Radio segments about the daily lives of people
with disabilities. Every Sunday 1-2pm from
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非常人物生活雜誌

開心日報 @RTHK Radio 1

《開心劇場之無障礙生活》：殘疾人士的無障礙生活
2019年5月6至13日上午十時二十分至中午十二時

Radio drama on accessible living of people
with disabilities. 10:20am-12nn from 6-13 May
2019 in Happy Daily.

開心日報 日日發放正能量

我得你都得 @RTHK Radio 1

嘉賓專訪：討論傷健共融的議題
2018年12月至2019年10月
逢星期日凌晨零時至二時

Interviews with celebrities on disability
issues. Every Sunday 12midnight-2am from
December 2018 to October 2019 in
Yes We Can.

電話 Tel: 2511 8211 | 電郵 E-mail: eoc@eoc.org.hk | 網址 Website: www.eoc.org.hk/s/inclusionproject



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