

反性騷擾事務組：建立互相尊重的文化 Anti-Sexual Harassment Unit: Building a Culture of Mutual Respect

預防性騷擾是平機會其中一項工作重點。平機會獲得政府撥款，成立了專責的反性騷擾事務組。該事務組由2020年起投入服務。

Preventing sexual harassment has long been one of the EOC's key work focuses. With funding from the Government, the EOC established a dedicated Anti-Sexual Harassment Unit (ASHU), which came into operation in 2020.

反性騷擾事務組的工作

反性騷擾事務組的工作範圍廣泛，包括：

- 全面檢討現時與性騷擾相關的法例，找出保障上的缺漏，並適時提出修訂法例的建議；
- 提升大眾對預防性騷擾政策和措施的認識；以及
- 為受性騷擾影響的人士充當第一站的支援角色，提供有關法律條文的資料，以及提供投訴及尋求公道的方法，並轉介至情緒支援及其他服務。

Work of the Anti-Sexual Harassment Unit

The diverse range of work of the ASHU includes:

- Conducting a holistic review of the current legal regime to identify protection gaps and recommend legislative amendments where appropriate;
- Promoting public awareness of anti-sexual harassment policies and measures; and
- Serving as a first port of call for those affected by sexual harassment, by providing information on provisions of the law, advice on where to lodge complaints and seek redress and referral to emotional support and other services.

專設熱線及網站

該事務組設立了反性騷擾熱線（2106 2222），向公眾提供有關性騷擾的法律條文、申訴方法，以及轉介情緒支援、輔導及其他社區服務等資訊。

Dedicated Hotline and Website

The ASHU has set up a dedicated hotline at 2106 2222 to provide the public with information on the provisions of the law on sexual harassment, advice on where to lodge complaints and seek redress and referral to emotional support, counselling and other services in the community.



反性騷擾熱線
Dedicated anti-sexual
harassment hotline

2106 2222

反性騷擾事務組 Anti-Sexual Harassment Unit

2023年4月至2024年3月期間，該事務組收到496宗有關性騷擾的查詢。這些查詢是公眾透過反性騷擾熱線、平機會查詢熱線、網上查詢表格或電郵、郵寄或傳真，以及親臨平機會辦事處所作出的。當中，超過50%來自希望討回公道的受屈人；另約三成的查詢者是人力資源從業員、代表僱主處理內部投訴或制定反性騷擾機制的人員、旁觀者如目擊者，以及希望協助及支援受屈人的家人和朋友等。

Between April 2023 and March 2024, the ASHU received 496 enquiries about sexual harassment. These were made through the ASHU's hotline, the general enquiry hotline, online enquiry forms or by e-mail, by mail or fax, as well as in person at the EOC office. Out of these enquiries, over 50% were raised by aggrieved persons hoping to seek redress, while around 30% were made by HR practitioners, or those representing employers on handling internal complaints or establishing anti-sexual harassment mechanisms, as well as bystanders, such as witnesses, friends and family members, who wished to assist and support the aggrieved persons.



接獲
Received **496** 宗查詢
enquiries

除熱線外，反性騷擾事務組推出有關反性騷擾的專設網站，名為COMPASS (<https://www.eoc.org.hk/compass/tc/>)。該資源平台提供與性騷擾有關的眾多資訊，包括法例簡介、法庭案例、研究報告、培訓指南、政策大綱，以及有關預防性騷擾的刊物及短片。網站也是公眾查詢的另一個途徑，大約有六分之一的查詢者，最先透過網上渠道接觸反性騷擾事務組。2023年年中，COMPASS平台新增了自助問答功能，協助使用網站的市民辨別自己的需要，然後引領他們前往網站的相關頁面，從而讓市民在平機會辦公時間以外仍能便捷地獲取有用的資訊。

In addition to the hotline, the ASHU has a dedicated website on anti-sexual harassment called COMPASS (<https://www.eoc.org.hk/compass/en/>). The website serves as a resource platform and provides easy access to a host of information related to sexual harassment, such as introduction to the legislation, court cases, research reports, training guidance, policy frameworks and publications and videos on preventing sexual harassment. The website also serves as an additional channel for the public to submit enquiries, as around one-sixth of the enquirers first approached the ASHU via online channels. In mid-2023, an interactive question-and-answer feature was added to COMPASS. The feature helps members of the general public identify their own needs and guides them to the relevant webpages, enabling them to easily obtain useful information even during non-office hours.

平機會於2023-24年度接獲多宗涉及性騷擾的匿名舉報，但由於沒有查詢者或投訴人的聯絡方法，平機會未能跟進或協助。反性騷擾事務組遂着手製作漫畫教材，以淺易方法講解性騷擾概念及平機會處理投訴的程序，鼓勵受到性騷擾影響的人士實名提出投訴。多間機構（包括企業及教育機構）已聯絡反性騷擾事務組，表示希望向其員工及學生分享這些漫畫教材。

During the year 2023-24, the EOC received several anonymous reports of sexual harassment. However, further action or assistance was not possible due to the lack of contact details from the enquirers or complainants. In response, the ASHU began to develop a series of comics to explain the concept of sexual harassment and the EOC's complaint-handling procedures in layman's terms, with the aim of encouraging those affected by sexual harassment to provide their names when lodging complaints. Different organisations, including corporates and education institutions, have approached the ASHU, hoping to share the comics with their staff and students.

預防學界性騷擾

預防校園性騷擾是平機會的要務。平機會於2023年年初推出預防性騷擾的網上培訓課程，供八所大學教育資助委員會（「教資會」）資助大學使用。

培訓課程共有18段動畫影片，主題包括「甚麼是性騷擾？」、「遇到性騷擾怎麼辦？」，以及在不同場景發生的性騷擾情況，例如「學生活動」、「課堂」、「大學飯堂」、「大學宿舍」及「校外活動」等。截至2023年年底，超過14 000名學生已完成課程，當中逾九成參加者表示課程有用。

Preventing Sexual Harassment in the Education Sector

Combating sexual harassment on campuses is a top priority for the EOC. In early 2023, the EOC launched an online training module on the prevention of sexual harassment for the eight universities funded by the University Grants Committee (UGC).

Consisting of 18 animated videos, the module covers topics, such as 'What is Sexual Harassment?' and 'What to Do if You are Sexually Harassed'. The module also includes scenarios about sexual harassment in various settings, such as 'Student Activities', 'Lecture', 'Canteen', 'Hall' and 'Off-campus Activities'. As of the end of 2023, over 14 000 students completed the training module. Over 90% of the participants rated the module as helpful.

反性騷擾事務組 Anti-Sexual Harassment Unit

平機會亦製作了一套網上培訓課程，供非教資會資助的大專院校學生使用，該課程已於2024年年初推出。

除網上培訓課程，平機會亦提供深入的培訓課程，讓教職員及學生進一步了解性騷擾。2023年4月至2024年3月，反性騷擾事務組聯同平機會的培訓組為多間院校舉辦了57節培訓課程，有3 887名職員及學生參加。

The EOC has also developed a separate online training module for students at the non-UGC-funded tertiary institutions, which was launched in early 2024.

In addition to the online training modules, the EOC also provides in-depth training to further enhance academic staff and students' understanding of sexual harassment. From April 2023 to March 2024, the ASHU and the EOC's Training Section organised 57 training sessions for various institutions, reaching out to 3 887 staff members and students.

為預防大學迎新營發生性騷擾，平機會每年均去信大學，呼籲校方要求學生(特別是可能會帶領、籌辦或參加迎新營的學生)接受防止性騷擾培訓。及後個別大學發生涉嫌性騷擾事件，平機會立即聯絡有關院校表達關注，並提醒他們善用網上培訓課程。

To prevent sexual harassment at university orientation camps, the EOC approaches the universities every year, calling on the institutions to mandate students to receive anti-sexual harassment training, especially those who may lead, organise or join orientation camps. Following allegations of sexual harassment on university campuses, the EOC immediately contacted the relevant institutions to express concerns and reminded them to make use of the online training module.

反性騷擾事務組於2023年10月發布更新版的《參考資料：制定防止校園性騷擾政策》指引，列出全面的清單，供學校制定反性騷擾政策時參考。這份指引已發送予教育局，並上載至教育局的官方網頁。

In October 2023, the ASHU released an updated guideline titled *Reference Materials: Develop an Anti-Sexual Harassment Policy for Your School*, which includes a comprehensive checklist for schools to develop their anti-sexual harassment policies. The guideline was sent to the Education Bureau and has been uploaded to its official website.

建立無性騷擾的工作間

反性騷擾事務組一直積極與各界持份者保持聯繫，提升他們對性騷擾的意識，並有策略地進行合作，打擊性騷擾。在報告期內，反性騷擾事務組與香港中小型企業聯合會及多個社會服務機構等會面，並參加了多個工作坊，例如香港中文大學性別研究中心的性別角色工作坊。在這些活動上，反性騷擾事務組向持份者介紹其工作及平機會對性騷擾的研究結果、解釋《性別歧視條例》中對性騷擾的定義、強調有必要制定措施消除性騷擾，以及建立打擊性騷擾的夥伴關係。

平機會於2023年11月27日與九龍崇德社及香港中小型企業聯合會合辦題為「預防職場性騷擾」的論壇。論壇以線上及線下形式同步進行，吸引了來自建造業、地產業、製造業、款待業及專業服務業等不同界別的僱主、管理人員及人力資源專業人員參與。論壇上的討論有助提高中小型企業對工作間性騷擾的意識及了解。

Fostering Sexual Harassment-free Workplaces

The ASHU has been taking proactive steps to engage stakeholders in different sectors with a view to enhancing their awareness of sexual harassment and fostering strategic collaborations and partnerships to tackle the issue. During the year in review, the ASHU met different organisations, including Hong Kong Small and Medium Enterprises Association (HKSMEA) and various social service agencies, and participated in workshops, such as the Annual Gender Role Workshop of The Chinese University of Hong Kong's Gender Research Centre. These meetings allowed the ASHU to introduce its work and the EOC's research findings on sexual harassment to stakeholders, explain the definitions of sexual harassment under the SDO, highlight the importance of establishing measures to eliminate sexual harassment, and establish partnerships to tackle sexual harassment.

On 27 November 2023, the EOC co-organised a forum titled 'Preventing Sexual Harassment in the Workplace' with Zonta Club of Kowloon and the Hong Kong Small and Medium Enterprises Association. Conducted in a hybrid format, the event drew the participation of employers, management personnel, and human resources professionals from a wide range of sectors, including construction, real estate, manufacturing, hospitality and professional services. Discussions at the forum served to enhance the awareness and understanding of sexual harassment in the workplace among small and medium-sized enterprises.

反性騷擾事務組 Anti-Sexual Harassment Unit

反性騷擾事務組於2024年2月28日舉辦「擁抱平等機會 促進ESG」研討會，協助中小企建立多元共融的工作間，實現「環境、社會及管治」(ESG)的目標。在研討會上，高級平等機會主任(反性騷擾事務組)蘇家盈女士解釋為何企業須管理法律責任風險，提出締造無性騷擾工作間的方法，並介紹平機會多項支援企業落實反性騷擾措施的服務，包括提供政策制定指引、培訓及顧問諮詢服務。研討會有超過50名企業代表出席。會上討論的其他議題包括建立種族共融的工作環境，以及採用通用設計原則以提高暢通易達程度。

On 28 February 2024, the ASHU organised a seminar titled 'Embracing Equal Opportunities to Enhance ESG' to help small and medium-sized businesses realise their ESG goals by creating diverse and inclusive workplaces. During the event, Ms Susana SOO, Senior Equal Opportunities Officer (Anti-Sexual Harassment Unit) explained the importance of managing the risk of liabilities arising from sexual harassment and ways to foster sexual harassment-free workplaces, while highlighting the EOC's support for enterprises to implement anti-sexual harassment measures through policy development guidelines, training, and consultancy services. Over 50 participants from different corporations joined the event. Other topics addressed included cultivating racially inclusive work environments and adopting universal design principles to enhance accessibility.

此外，反性騷擾事務組於2023年5月就勞工處檢討《職業介紹所實務守則》的諮詢提交了意見書。意見書就如何提高職業介紹所員工對性騷擾的認識，以及他們在僱傭過程中預防性騷擾的角色提出建議。

Separately, the ASHU made a submission to the Labour Department in response to the consultation on the review of the Code of Practice for Employment Agencies in May 2023. The submission provided recommendations on improving employment agency staff's understanding of sexual harassment, as well as their role in preventing it during the employment process.