

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11月起投入服務。

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：

- 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；
- 提升大眾對預防性騷擾政策和措施的認識；以及
- 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。

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。

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 November 2020.

Work of the Anti-Sexual Harassment Unit

The diverse range of work of the ASHU includes:

- 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;
- Promoting public awareness of anti-sexual harassment policies and measures; and
- Conducting a holistic review of the current legal regime to identify protection gaps and recommend legislative amendments where appropriate.

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.



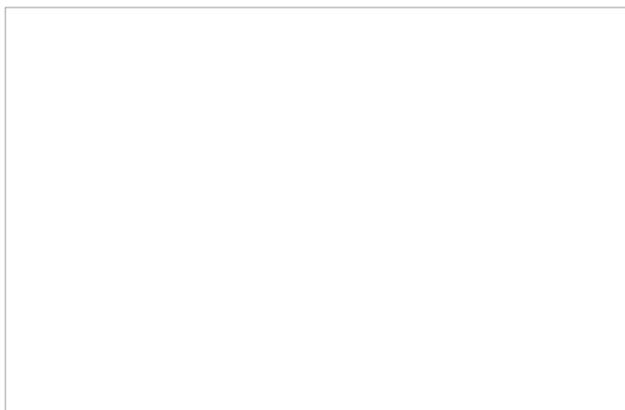
2024年4月至2025年3月期間，該事務組收到599宗有關性騷擾的查詢。這些查詢是公眾透過反性騷擾熱線、平機會查詢熱線、網上查詢表格或電郵、郵寄或傳真，以及親臨平機會辦事處所作出的。當中，55%的查詢來自希望討回公道的受屈人；另外31%的查詢是來自人力資源從業員、代表僱主處理內部投訴或制定反性騷擾機制的人員、旁觀者如目擊者，以及希望協助及支援受屈人的家人和朋友等。

Between April 2024 and March 2025, the ASHU received 599 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, 55% were raised by aggrieved persons hoping to seek redress, while 31% 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.



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。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。網站也為公眾查詢提供另一個途徑，大約有七分之一的查詢者，最先透過網上渠道接觸反性騷擾事務組。自2023年起，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. 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-seventh of the enquirers first approached the ASHU via online channels. Since 2023, an interactive question-and-answer feature has been added to COMPASS. The feature helps members of the general public identify their needs and guides them to the relevant webpages, enabling them to easily obtain useful information even during non-office hours.



反性騷擾事務組 Anti-Sexual Harassment Unit

預防學界性騷擾

預防校園性騷擾是平機會的要務。繼推出供八所大學教育資助委員會(「教資會」)資助大學使用的預防性騷擾網上培訓課程後，平機會在2024年製作及推出另一個網上學習平台「認識性騷擾」，以供非教資會資助的大專院校學生使用，提升年青人對性騷擾的了解。

透過11部動畫影片，這個為非教資會大專院校而設的網上課程讓同學了解性騷擾的定義、可能發生性騷擾的情況，並了解如何預防和應對性騷擾。課程亦包括無意識偏見、界線、關係和性別權力的內容。在報告期內，近1 000名參加者報讀了非教資會資助大專院校的網上課程，所有校方的課程管理員均滿意有關性騷擾的網上學習課程。

除了網上培訓課程，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。2024年4月至2025年3月，反性騷擾事務組為多間院校舉辦了18節培訓課程，有3 929名職員及學生參加。

Preventing Sexual Harassment in the Education Sector

Combating sexual harassment on campuses is a top priority for the EOC. Following the launch of an online training module on the prevention of sexual harassment for the eight universities funded by the University Grants Committee (UGC), the EOC developed and published a separate online learning platform, 'Understanding Sexual Harassment', for students at the non-UGC-funded tertiary institutions in 2024 to improve young people's understanding of sexual harassment.

Through 11 animated videos, the online course for non-UGC-funded tertiary institutions allows students to explore topics such as the definition of sexual harassment, the circumstances in which such incidents may occur and ways to prevent and respond to sexual harassment. It also covers issues including unconscious bias, boundaries, relationships and gender power dynamics. During the year in review, close to 1 000 participants were enrolled in the online course for non-UGC-funded tertiary institutions. All course administrators on campus were satisfied with the online learning course on sexual harassment.

In addition to online training, the EOC provides in-depth training to further enhance academic staff and students' understanding of sexual harassment. From April 2024 to March 2025, the ASHU organised 18 training sessions for various institutions, reaching out to 3 929 staff members and students.

平機會繼續積極預防大學迎新營發生性騷擾。一如往年，平機會呼籲校方要求學生（特別是可能會帶領、籌辦或參加迎新營的學生）接受防止反性騷擾培訓。此外，反性騷擾事務組於2025年1月15日舉辦了一個有關在校園加強打擊性騷擾的分享會，與會者包括教資會資助的八間大學的代表，他們負責處理平等機會事務、學生事務及活動、校園事務及宿舍生活。是次會議提供平台給大學分享他們在暑假期間處理性騷擾的經驗，以期協助各大學採取加強措施，處理2025年舉辦的迎新活動。

2024年8月5日，來自香港八間大學的40名學生領袖和教職員參加了反性騷擾事務組舉辦的「『你智識玩』聯校探討校園性騷擾工作坊」。透過講座、訪談、個案分享、分組討論及角色扮演等互動環節，幫助籌辦活動的學生領袖、宿舍導師和支援學生活動的教職員，認識《性別歧視條例》下有關性騷擾的條文如何保障校園內的學生及教職員免受性騷擾，並一起探討預防校園性騷擾的有效措施和技巧。工作坊舉辦後，多間大學邀請反性騷擾事務組在校園提供類似的工作坊，讓更多學生領袖能夠從課堂和討論中學習應對性騷擾。

The EOC has continued making efforts to prevent sexual harassment at university orientation camps. As with previous years, the EOC called on universities to mandate students to receive anti-sexual harassment training, especially those who may lead, organise or join orientation camps. In addition, the ASHU hosted a collaborative sharing session to strengthen efforts in combatting sexual harassment on campuses on 15 January 2025. The session brought together representatives from offices at the eight UGC-funded universities that focus on equal opportunities, student affairs and activities and campus and residential life. The meeting provided a platform for the universities to share their experiences in addressing sexual harassment during the summer period and to devise enhanced measures for upcoming orientation programmes in 2025.

On 5 August 2024, the ASHU organised the “Play Smart” Joint-University Interactive Workshop on Addressing Sexual Harassment, which was attended by over 40 student leaders and staff members from eight universities in Hong Kong. Through interactive activities, including lectures, interviews, case sharing, group discussions and role-playing activities, student leaders who organise student activities, dormitory tutors and staff supporting student activities learnt about the provisions under the SDO that protect students and staff from sexual harassment, and explored effective measures and techniques to prevent unlawful acts on campus. A number of universities have further engaged the ASHU to provide similar workshops on campus to enable more student leaders to benefit from the lectures and discussions on tackling sexual harassment.

反性騷擾事務組 Anti-Sexual Harassment Unit

2024年5月20日，平機會主席林美秀女士聯同平機會的代表，出席立法會政制事務委員會的會議，向議員簡報平機會在大專院校打擊性騷擾的工作。平機會在向事務委員會提交的文件中，闡述了其在大專院校如何透過多管齊下的措施，推動零騷擾的校園，當中包括進行深入的研究調查、提供網上培訓課程和專設面授培訓課程，以及進行針對性的宣傳活動。

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，並進行策略性合作，打擊性騷擾。反性騷擾事務組透過這些活動向持份者介紹其工作及平機會就性騷擾有關的研究結果、解釋《性別歧視條例》中對性騷擾的定義、強調制定措施消除性騷擾的重要性，以及建立打擊性騷擾的夥伴關係。例如，反性騷擾事務組於2025年3月18日與香港公司治理公會聯合舉辦了一場網上工作坊，向其會員介紹了預防職場性騷擾的重要概念，以及提供執行相關政策和措施的指引，作為企業管治的一部分。針對社福界，反性騷擾事務組和社會服務聯會於2025年2月21日聯合舉辦了網上工作坊，協助非政府機構在僱傭和設施及服務提供方面打擊性騷擾。此外，一家國際科技企業在香港分部邀請反性騷擾事務組在2024年7月和10月為其高層員工舉辦一系列工作坊。約400名負責管理的員工參加了工作坊，學習在工作間和提供服務方面預防性騷擾的技巧。

On 20 May 2024, the EOC Chairperson, along with EOC representatives, attended a meeting of the Legislative Council's Panel on Constitutional Affairs to present the EOC's efforts in tackling sexual harassment in tertiary institutions to the Members. In the paper submitted to the Panel, the EOC outlined its multi-pronged approach, which includes in-depth research, online educational modules, in-person training and publicity campaigns aimed at fostering harassment-free environments in tertiary institutions.

Fostering Sexual Harassment-free Workplaces

The ASHU has been taking proactive steps to engage with stakeholders in different sectors with a view to raising their awareness of sexual harassment and fostering strategic collaborations and partnerships to tackle the issue. These engagements 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 prevent sexual harassment and establish partnerships to tackle sexual harassment. For example, the ASHU co-hosted a webinar with the Hong Kong Chartered Governance Institute on 18 March 2025 to introduce to its members key concepts in preventing workplace sexual harassment and provide guidance on implementing relevant policies and practices as part of corporate governance. For the social service sector, the ASHU co-organised a webinar with the Hong Kong Council of Social Service on 21 February 2025 to facilitate non-governmental organisations in tackling sexual harassment in the areas of employment and provision of facilities or services. Separately, the Hong Kong office of a global technology company invited the ASHU to organise a series of workshops for its senior staff members between July and October 2024. Around 400 employees with management responsibilities attended the workshops to acquire skills on preventing sexual harassment in the workplace and in service provision.

反性騷擾事務組另一工作重點是與中小型企業合作打擊性騷擾。2024年11月15日，反性騷擾事務組舉辦了「預防性騷擾：如何制訂及執行反性騷擾政策」工作坊，為過去數年曾參與反性騷擾培訓的中小企進一步提供支援，以改善管治、減低風險及制定合適政策，為所有僱員締造安全環境。合共30名參加者出席了工作坊，反性騷擾事務組亦主動提出可協助參與機構審視他們的政策。

為響應國際婦女節，反性騷擾事務組於2025年3月邀請不同界別和規模的機構，參加「工作間預防性騷擾的措施」問卷調查。這項調查旨在分析本地僱主推行打擊性騷擾的措施。反性騷擾事務組會分析收集數據，數據結果將會有助平機會為香港企業和機構制定更合適的支援，以建立無性騷擾的職場文化。

共創安全空間：反性騷擾60秒短片創作比賽

2025年3月14日，反性騷擾事務組推出「共創安全空間：反性騷擾 60 秒短片創作比賽」，邀請公眾發揮創意，製作60秒以內的生動短片，宣揚對性騷擾零容忍的信息，推動互相尊重的文化，共建更安全的社區。比賽分為三個組別，分別是中學組、高等教育組和不設年齡和身分限制的公開組。

Working with small and medium-sized enterprises (SMEs) to tackle sexual harassment is another key focus of the ASHU. On 15 November 2024, the ASHU hosted a workshop titled 'Preventing Workplace Sexual Harassment: How to Formulate and Implement an Anti-Sexual Harassment Policy' for SMEs that have attended training workshops in previous years to give them additional support in improving governance, mitigating risks, establishing appropriate policies and fostering a safe environment for all employees. The ASHU also offered to review the participating organisations' policies. A total of 30 participants attended the workshop.

In March 2025, the ASHU invited organisations from diverse sectors and of all sizes to participate in an online survey to coincide with International Women's Day. Titled 'Preventive Measures against Workplace Sexual Harassment', the survey aims to analyse measures local employers have implemented to combat sexual harassment. The ASHU will analyse the collected data. The findings will serve to inform the EOC in devising tailored support for businesses and organisations in Hong Kong to establish a sexual harassment-free workplace culture.

“Safe Spaces for All” Anti-Sexual Harassment 60-Second Video Contest

On 14 March 2025, the ASHU launched the “Safe Spaces for All” Anti-Sexual Harassment 60-Second Video Contest, inviting members of the public to create innovative short videos to promote the message of zero tolerance for sexual harassment, foster a culture of mutual respect and build safer communities. The contest features three categories, one for secondary school students, another for tertiary students and an open category with no restrictions on the participants' age or identity.