

建立安全環境——反性騷擾事務組 Fostering a Safe Environment – Anti-Sexual Harassment Unit

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，成立專責的反性騷擾事務組。該事務組於2020年11月正式投入服務。

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



反性騷擾事務組的工作

反性騷擾事務組的工作包括：

- 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，並在有需要時轉介至輔導及治療服務。

Work of Anti-Sexual Harassment Unit

The work of the ASHU includes:

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



熱線

Dedicated Hotline

2106 2222

反性騷擾事務組 Anti-Sexual Harassment Unit

專設熱線及網站

該事務組於2021年1月增設一個查詢途徑，設立反性騷擾熱線(2106 2222)，向公眾提供有關性騷擾的法律條文、申訴方法，以及輔導及治療服務轉介等資訊。

Dedicated Hotline and Website

In January 2021, ASHU set up a dedicated hotline at 2106 2222, in addition to the existing enquiry channels, to provide the public with information on provisions of the law on sexual harassment, advice on where to lodge complaints and seek redress, and referral to counselling and therapy services.



接獲 **373** 宗查詢
Received **373** enquiries

2021年4月至2022年3月期間，該事務組收到373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作出。當中超過一半來自希望討回公道的受屈人；另約兩成的查詢者是人力資源從業員，或代表僱主處理內部投訴或制定反性騷擾機制的人員。

Between April 2021 and March 2022, ASHU received 373 enquiries about sexual harassment. These were made through 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, more than half were raised by aggrieved persons hoping to seek redress, while 20% were made by HR practitioners, or those representing employers on handling internal complaints or establishing anti-sexual harassment mechanism.

反性騷擾事務組於2021年10月推出有關反性騷擾的專設網站，名為COMPASS。該資源平台提供豐富的資訊，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。

In October 2021, ASHU launched a dedicated website on anti-sexual harassment. Entitled COMPASS, the website serves as a resource platform and provides a host of information, such as introduction to the legislation, court cases, research reports, training guidance, policy frameworks, and publications and videos on preventing sexual harassment.



www.eoc.org.hk/compass

研討會及貼圖設計比賽

反性騷擾事務組除了處理查詢，還舉辦不同活動。舉例而言，該事務組與香港社會服務聯會於2021年6月合辦網上及實體研討會，吸引了超過160名來自社會服務機構的參加者。該事務組繼研討會後於2021年10月又舉辦了有關檢視機構內部政策及投訴處理的工作坊。上述活動旨在提醒社會服務機構有關《性別歧視條例》的最新修訂，這些修訂與社會服務界有密切關係，藉著研討會，可加深業界從業員對修訂條文的認識。



此外，反性騷擾事務組於2022年1月至3月舉辦「尊重與平等：停止性騷擾」貼圖設計比賽。隨著大眾使用即時通訊軟件的貼圖於日常溝通越趨普及，這比賽旨在提升公眾對性騷擾的關注和認識，並協助各界人士了解如何透過說話及行動締造安全的環境，從而促進互相尊重和平等，消除性騷擾。

Seminar and Sticker Design Competition

Other than handling enquiries, ASHU also organises various activities. For example, ASHU collaborated with Hong Kong Council of Social Service on online and physical seminar in June 2021, which attracted over 160 participants from social service agencies. This was followed by a workshop on reviewing internal policy and complaint handling in October 2021. These events served to remind and raise awareness among the social service agencies upon the latest updates of the SDO, which were highly relevant to the sector.



Another activity by ASHU was the citywide sticker design competition entitled 'Equality and Respect: Stop Sexual Harassment' organised between January and March 2022. Riding on the increased popularity of stickers of instant messaging software in everyday communication, the competition aimed to increase the public's awareness and knowledge of sexual harassment, and assist community members to create a safe environment through their words and actions, with a view to promoting mutual respect and equality and hence eliminating sexual harassment.

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是次比賽反應熱烈，收到接近300份參賽作品，作品來自個人參加者，以及超過10間中學和高等教育院校的學生。頒獎典禮將於2022-23年度第一季舉行，屆時會發布得獎作品讓公眾下載和使用。

反性騷擾運動

平機會於2021-22年度繼續推行反性騷擾運動，透過研究及培訓，協助不同界別打擊性騷擾。反性騷擾運動的對象包括教育界、體育界及宗教界。

教育界

為了跟進2019年公布的《打破沉默：本港大學生性騷擾調查研究報告》，平機會於2021年5月去信九所參與大學的校長／副校長，邀請各大學分享其反性騷擾措施的最新情況。平機會於2021年7月收到各大學的詳細回應，經整合後彙編為一份進度報告，將於2022-23年度第一季發布。此外，平機會計劃舉行「高等教育界消除性騷擾的經驗和挑戰圓桌會議」，邀請大學、高等教育院校和非政府組織的代表分享打擊性騷擾的經驗。

The competition received enthusiastic responses with close to 300 entries, including participation from individuals and over 10 secondary schools and higher education institutions. The stickers designed by the champion of each category were made available for the public to download and use in mobile communication.

Anti-sexual Harassment Campaign

In 2021-22, the EOC continued its ongoing campaign to assist different sectors in combatting sexual harassment through research and training. These included the education, sports and religious sector.

Education Sector

To follow up on the report of the 'Break the Silence: Territory-wide Study on Sexual Harassment of University Students in Hong Kong' ('Break the Silence' report) released in 2019, the EOC wrote to the Presidents/Vice Presidents of nine universities in May 2021, inviting them to share the latest situation of their anti-sexual harassment measures. In July 2021, the EOC received detailed replies from the universities, and consolidated them into a progress report to be released in the first quarter of 2022-23. In addition, the EOC made plans to hold a 'Roundtable on Experiences and Challenges of Eliminating Sexual Harassment in the Tertiary Education Sector', during which representatives from universities, tertiary institutions and NGOs would be invited to share their experiences on combatting sexual harassment.



2021-22年度，平機會參與了持份者舉辦的多個工作坊及培訓，討論上述研究報告的結果及推行性教育的方法。平機會出席的活動包括：香港家庭計劃指導會於2021年5月舉辦的第七屆海峽兩岸暨港澳地區青少年性與生殖健康會議；救助兒童會及香港恒生大學公共政策研究中心於2021年11月合辦的香港青年福祉研討會；以及智庫組織MWYO青年辦公室於2021年12月舉辦的性教育學生都有Say研究分享會。

During 2021-22, the EOC participated in various workshops and training sessions organised by stakeholders to discuss the findings of the 'Break the Silence' report and the implementation of sexuality education. These included: The 7th Cross-Strait, Hong Kong and Macau Conference on Adolescent Sexual and Reproductive Health organised by The Family Planning Association of Hong Kong in May 2021, seminar on wellbeing of young people in Hong Kong co-organised by Save the Children Hong Kong and The Hang Seng University of Hong Kong Centre for Public Policy Research in November 2021, and the Sex and Relationship Education Survey Forum organised by think tank MWYO in December 2021.



平機會受八所教育資助委員會(教資會)資助的大學委託，採購和製作切合本地情況的網上培訓教材，供八所大學的學生和職員使用。該教材預計於2022-23年度推出，平機會其後將會編製另一套網上培訓教材，供非教資會資助的高等教育院校使用。

The EOC has also been appointed by eight universities funded by the University Grants Committee (UGC) to procure and produce online training materials in local context for students and staff of the universities. The EOC expects to launch the materials in mid-2022. Separately, the EOC is developing another online training module for use by students of the non-UGC-funded tertiary institutions, which will also be launched in 2022.

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體育界

平機會一直監察本港體育總會制定反性騷擾政策的進度。根據《本港體育總會制定反性騷擾政策研究報告2020》，截至2020年10月底，香港體育總會中有九成(71間)已制定反性騷擾政策及／或教練和導師反性騷擾行為守則。全部60間受資助體育總會均制定了反性騷擾政策或行為守則；19間自資體育總會中，有11間制定了反性騷擾政策或行為守則。

平機會於2021-22年度繼續為體育機構的職員提供培訓。例如，平機會於2021年8月應香港田徑總會邀請，為在香港參加國際田聯一級田徑教練班的人士舉辦培訓。該培訓屬教練班的其中一項必修項目，目的是促使田徑教練主動預防和處理性騷擾。

宗教界

2021-22年度，平機會繼續為宗教界舉辦培訓。2018年7月至2022年3月期間，平機會為來自16間教會的1 047名職員及會眾進行了19場培訓。

Sports Sector

The EOC has been monitoring the progress of formulation of anti-sexual harassment policies by the national sports associations (NSAs). According to the 'Report on The Formulation of Anti-Sexual Harassment Policy among National Sports Association in Hong Kong 2020', 71 or 90% of the NSAs across Hong Kong already developed a policy and/or related Code of Conduct for Coaches and Instructors as at end-October 2020. Also, all of the 60 subvented NSAs developed either an anti-sexual harassment policy or a Code of Conduct, while 11 out of the 19 self-financed NSAs have done so.

The EOC continued to provide training for staff of the sports institutions in 2021-22. For example, the EOC provided training for participants of the World Coaches Education and Certification System Level 1 Course in Hong Kong in August 2021 upon the request of the Hong Kong Association of Athletes Affiliates. The training, which was one of the requirements for completing the course, served to motivate the coaches on preventing and tackling sexual harassment.

Religious Sector

The EOC continued to organise training for the religious sector in 2021-22. Between July 2018 and March 2022, 19 training sessions for 1 047 staff and members of the congregation of 16 churches were conducted.