



平等機會培訓課程簡介

Overview of Training Workshops on Equal Opportunities



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

如機構需要度身訂造的培訓服務，請與我們聯絡。
Please contact us for tailor-made
corporate training services.

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 www.eoc.org.hk/training.html

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反歧視條例之暢通易達無障礙

Access for All under the Anti-Discrimination Ordinances



商場、辦公大樓缺乏母乳
餵哺友善設施？

Lacking breastfeeding-
friendly facilities at your
shopping mall or office
buildings?

拒絕導盲犬進入餐廳、康體或
文化設施？

No guide dogs are allowed
in your restaurant, sites
with recreational or cultural
purposes?

課室無法容納輪椅使用者內進？

Unable to accommodate wheelchair
users in your lecture halls?



以上情景有否構成歧視？

Do the above scenarios constitute discrimination?

認識暢通易達的概念，有助從事物業管理、零售、飲食及服務業的人員，避免於提供服務或設施時觸犯法例；而締造無障礙環境，更能開拓新客源，達致企業和顧客共贏的局面。

Understanding the concept of accessibility prevents members working in property management, retail, catering and service industries from discrimination in provision of services or facilities. Taking the extra steps to create a barrier-free environment can even bring in more potential profits – a win-win situation for both corporates and customers.

課程內容：

- 反歧視條例概覽
- 障礙的類型
- 通用易達的概念及主要元素
- 促進暢通易達的措施
- 處理有關障礙的投訴時需注意的事項

Course Content:

- Overview of the Anti-Discrimination Ordinances
- Types of barriers
- Concepts and key elements of accessibility
- Measures to ensure accessibility
- Points to note on addressing accessibility complaints

對象：

於機構擔任暢通易達協調人員或無障礙主任、於物業管理行業任職的人士 / 任何對暢通易達課題有興趣的人士

Participants:

Access Coordinators or Access Officers in organizations, members working in property management industry / any individuals who are interested in accessibility issues

通用設計嘉許計劃2026/27申請者報讀此課程，或就此課題為機構安排專設培訓，可獲額外加分

Extra points will be awarded to applicants of the Universal Design Award Scheme 2026/27 for joining this course or arranging a customised session for your organization on this topic

香港的反歧視條例簡介

Introduction to the Anti-Discrimination Ordinances in Hong Kong

課程內容：

- 《性別歧視條例》、
《殘疾歧視條例》、
《家庭崗位歧視條例》及
《種族歧視條例》
- 平機會的角色與職能
- 平機會的投訴處理程序

對象：

任何對此課題有興趣的人士

備註：平機會或邀請客席嘉賓講者在課程中介紹其他與平等機會有關的課題

Remarks: Outside guest speakers may be invited to talk about other equal opportunities issues in the training

Course Content:

- Sex Discrimination Ordinance, Disability Discrimination Ordinance, Family Status Discrimination Ordinance, and Race Discrimination Ordinance
- Roles and functions of the EOC
- Complaint-handling procedures of the EOC

Participants:

Any individuals who are interested in this topic

認識反歧視條例的違法騷擾

Understanding the Unlawful Harassment under the Anti-Discrimination Ordinances

課程內容：

- 《性別歧視條例》、
《殘疾歧視條例》及
《種族歧視條例》下的違法騷擾
- 騷擾者及其僱主的法律責任

對象：

任何對此課題有興趣的人士

Course Content:

- Unlawful harassment under the Sex Discrimination Ordinance, Disability Discrimination Ordinance, and Race Discrimination Ordinance
- Legal liability of harassers and their employers

Participants:

Any individuals who are interested in this topic

預防性騷擾

Preventing Sexual Harassment

課程內容：

- 性騷擾的定義和構成性騷擾的行為
- 性騷擾所帶來的法律責任
- 機構防止性騷擾的措施

對象：

任何對此課程有興趣的人士

Course Content:

- To define sexual harassment and identify behaviours which constitute sexual harassment
- Legal liability for sexual harassment
- Measures organizations can take to prevent sexual harassment

Participants:

Any individuals who are interested in this topic

制止職場性騷擾之主管有責 Dos and Don'ts

Manager's Roles in Combating Workplace Sexual Harassment

課程內容：

- 性騷擾的定義及職場常見的性騷擾形式
- 透過角色扮演，了解前線主管及經理應如何回應下屬的性騷擾疑慮或投訴
- 處理性騷擾投訴的方法及原則
- 法律責任
- 主管及管理層預防職場性騷擾的管理策略

對象：

前線主管、部門經理、負責處理機構內性騷擾查詢的人士及人力資源從業員

Course Content:

- Definition and common forms of sexual harassment in the workplace
- Ways for frontline supervisors and managers to respond to a subordinate's concerns or complaints about sexual harassment through role play
- Options and principles of handling sexual harassment complaints
- Legal liability
- Strategies managers and senior management can take to prevent workplace sexual harassment

Participants:

Frontline supervisors, line managers, persons appointed within organizations to deal with sexual harassment enquiries, and human resources personnel

《性別歧視條例》如何保障餵哺母乳的婦女

How Breastfeeding Women are Protected under the Sex Discrimination Ordinance

課程內容：

- 餵哺母乳歧視和騷擾的定義
- 法律責任
- 營造餵哺母乳友善環境的良好措施

對象：

任何對此課題有興趣的人士

Course Content:

- Breastfeeding discrimination and harassment under the Sex Discrimination Ordinance
- Legal liability for the unlawful acts
- Measures to create a breastfeeding-friendly environment

Participants:

Any individuals who are interested in this topic

營造種族共融的工作環境

Promoting Racial Inclusion in the Workplace

課程內容：

- 消除種族偏見和了解種族多元化在職場的好處
- 了解《種族歧視條例》在工作間的應用

對象：

任何對此課程有興趣的人士

Course Content:

- To dispel ethnic stereotypes and understand the benefits of diversity at work
- To understand how the Race Discrimination Ordinance applies to employment-related situations

Participants:

Any individuals who are interested in this topic



在桌遊中認識平等機會

Understanding Equal Opportunities via Board Game

想培訓有成果同時富趣味性？平機會最近推出了全新的平等機會桌上遊戲「荒島抉擇」，玩家需要合力完成八個回合的任務，為某小島的居民營造最大幸福感，透過遊戲認識重要的平等機會概念。

Fun or knowledge? Why not both! The EOC has recently published a pioneering equal opportunities board game, "Age of Prosperity", where players are responsible for building the happiness levels of a small island over eight rounds. Come join us to use play to understand important equal opportunities concepts!

課程內容：

- 「荒島抉擇」桌遊體驗
- 平等機會概念
- 《性別歧視條例》、
《殘疾歧視條例》、
《家庭崗位歧視條例》及
《種族歧視條例》
- 僱主/僱員的法律責任

對象：

任何對此課題有興趣的人士

Course Content:

- "Age of Prosperity" Board game experience
- Equal opportunities concepts
- Sex Discrimination Ordinance, Disability Discrimination Ordinance, Family Status Discrimination Ordinance, and Race Discrimination Ordinance
- Legal liabilities of employers/employees

Participants:

Any individuals who are interested in this topic

處理招聘及甄選程序

Managing Recruitment and Selection Processes

課程內容：

- 反歧視法例可用於招聘及甄選過程之處
- 歧視性的招聘做法所帶來的法律責任
- 實踐最佳招聘及甄選程序的方法

對象：

人力資源從業員、管理人員、負責處理機構內平等機會事宜的人士、僱主、職業介紹所僱員及就業服務從業員

Course Content:

- Application of Anti-Discrimination Ordinances in recruitment and selection processes
- Legal liability arising from discriminatory recruitment practices
- Best practices in the recruitment and selection processes

Participants:

Human resources personnel, managers, persons appointed within organizations to deal with equal opportunities matters, business owners, recruitment agents and job network providers

《性別歧視條例》、《家庭崗位歧視條例》與 人力資源管理

Issues in Human Resources Management under the Sex Discrimination Ordinance and the Family Status Discrimination Ordinance

課程內容：

- 在《性別歧視條例》及《家庭崗位歧視條例》下，人力資源管理範疇內可能出現的平等機會問題，包括：
 - 僱傭範疇的性別歧視
 - 僱傭範疇的餵哺母乳歧視
 - 懷孕
 - 家庭責任
- 有效的管理策略及應付有關問題的方法

對象：

人力資源從業員、管理人員、負責處理機構內平等機會事宜的人士及僱主

Course Content:

- Equal opportunities issues that may arise in different areas of human resources management under the Sex Discrimination Ordinance and the Family Status Discrimination Ordinance including:
 - Sex discrimination in employment
 - Breastfeeding discrimination in employment
 - Pregnancy
 - Family responsibilities
- Effective management strategies and responses to these issues

Participants:

Human resources personnel, managers, persons appointed within organizations to deal with equal opportunities matters, and business owners

《殘疾歧視條例》與人力資源管理

Issues in Human Resources Management under the Disability Discrimination Ordinance

課程內容：

- 《殘疾歧視條例》下，人力資源管理範疇內可能出現的平等機會問題，包括：
 - 病假
 - 評估工作表現
- 有效的管理策略及應付有關問題的方法

對象：

人力資源從業員、管理人員、負責處理機構內平等機會事宜的人士及僱主

Course Content:

- Equal opportunities issues that may arise in different areas of human resources management under the Disability Discrimination Ordinance including:
 - Sick leave
 - Performance appraisal
- Effective management strategies and responses to these issues

Participants:

Human resources personnel, managers, persons appointed within organizations to deal with equal opportunities matters, and business owners

如何處理工作間涉及歧視和騷擾的投訴

Managing Complaints of Discrimination and Harassment in the Workplace

課程內容：

- 解決工作間涉及歧視和騷擾的投訴的各種方法
- 管理人員如何有效利用調解以應付有關投訴
- 調查正式投訴所涉及的問題，例如：程序上及實質上的公平、保密、時間性和作出建議等

對象：

人力資源從業員、管理人員、負責處理機構內平等機會事宜的人士

備註：此課程適合對反歧視條例有基本認識的人士

Remarks : This course is suitable for those who have a basic understanding of the Anti-Discrimination Ordinances

Course Content:

- Options for resolving complaints of discrimination and harassment in the workplace
- Effective ways for managers to resolve such complaints by mediation
- Issues involved in investigations of formal complaints including procedural and substantive fairness, confidentiality, timelines, making recommendations

Participants:

Human resources personnel, managers, persons appointed within organizations to deal with equal opportunities matters

《殘疾歧視條例》及《種族歧視條例》 在教育範疇的保障

Disability Discrimination Ordinance & Race Discrimination Ordinance in Education

課程內容：

- 在《殘疾歧視條例》及《種族歧視條例》下，教育範疇內可能出現的平等機會問題，例如：
 - 錄取學生
 - 課程內容
 - 合理的遷就
- 教育範疇的良好措施

對象：

從事幼兒、小學或中學的教育界人士/
任何對此課題有興趣的人士

Course Content:

- Equal opportunities issues that may arise in different areas of education under the Disability Discrimination Ordinance and Race Discrimination Ordinance, such as:
 - Student admission
 - Curriculum
 - Reasonable accommodations
- Good practices to these issues

Participants:

Members working in early childhood establishments, primary or secondary schools / any individuals who are interested in this topic

DEI 友善工作間

Embracing Diversity, Equality and Inclusion in the Workplace

課程內容：

- 無意識偏見
- 性別平等
- 如何支援有殘疾的員工
 - 暢通易達的環境及便利不同類型的殘疾人士的無障礙科技
 - 視障人士與導盲犬
 - 與聾人及聽障人士溝通時需注意事項
- 促進種族多元共融的良好措施
- 機構平等機會的政策

對象：

負責處理機構內平等機會事宜的人士、任何對此課題有興趣的人士

通用設計嘉許計劃2026/27申請者就此課題為機構安排專設培訓，可獲額外加分

Extra points will be awarded to applicants of the Universal Design Award Scheme 2026/27 for arranging a customised session for your organization on this topic

Course Content:

- Unconscious bias
- Gender equality
- Accommodations for employees with disabilities
 - Accessible environment, assistive technology for persons with various types of disabilities
 - Persons with visual impairment and guide dogs
 - Principles for communicating with DHoH persons
- Measures to promote racial diversity and inclusion
- Corporate policy on equal opportunities

Participants:

Persons appointed within organizations to deal with equal opportunities matters / any individuals who are interested in this topic

