

FEATURE STORY



Blindness and journalism are unusual bedfellows. But that has not stopped Peter Kammerer from becoming a journalist, a profession which even the able-bodied find challenging. There are, according to him, only four blind journalists in the world working for daily newspapers. He is the only one in Hong Kong. How did he overcome such a daunting challenge?

**Losing Sight**

Peter Kammerer was born in the north-eastern Australian city of Toowoomba with glaucoma, a condition in which fluid does not drain normally from the eye and builds pressure in it. This can lead to permanent damage to the optic nerve and, if untreated, progress to blindness. Although it is a condition that affects people in their fifties, Peter was born with it. He could never see with his left eye but had some sight in his right eye, which he has now lost totally.

His medical condition affected his studies. He lost out on his school education because of the several eye operations he had to undergo. “My recollections of childhood are dotted with hospital stays for eye operations,” said Peter. “I had my 14th operation in my eighth year at school.” He missed six months of school that year. “I blame this for getting poor marks at maths and science subjects,” he said.



**Experience Sharing**

In the sharing session with students, Peter spoke at length about his childhood, what it feels like to be visually impaired, how he overcame the challenges to achieve his goals in life, his visits to over 40 countries and his career. He said disability should not preclude anyone from being equals and added, “Goals are there to be attained. Each of us can, and must be allowed to, reach for whatever height we find challenging.”

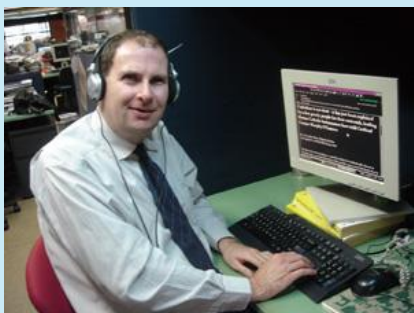
**Turning Point**

This became a turning point in his life as it led him to take up humanities subjects in school, thereby preventing him from becoming an engineer. He did not want to be a teacher, a librarian or a researcher. Accidentally, he discovered that the local college, University of Southern Queensland, offered bachelor’s degree in journalism, a subject that matched his reading interests.

Reading was his favourite pastime when he was a child. He was always interested in history and non-fiction works. His reading habits gradually developed in him a flair for writing. Thus, began his journey of journalism.

Peter was offered a job by a newspaper in Toowoomba immediately after graduating from the university. After finishing his traineeship there, he worked with the daily newspapers in Australia's two biggest cities—Sydney and Melbourne—and then moved on to London to work as a freelance journalist. He landed in Hong Kong 21 years ago to work for the South China Morning Post (SCMP).

Peter has worked as a sub-editor, a reporter, a foreign editor and as a features writer at the SCMP. "Occasionally, if I encounter a topic of personal interest or a matter that I feel needs in-depth reporting and have time to spare, I will write a news feature," he said.



### Technology Levels the Playing Field

Peter uses a text to speech software to prepare his write-up, read emails, and to browse the Internet. He says he is often able to do his job quicker than sighted people since he can speed up the voice that reads to him.

### Technology Helps

Journalism is about seeing and experiencing the happenings, and sharing those with others through words, pictures, or video. It may appear like an unusual career choice for people with visual impairment but technology comes in handy if you are determined to succeed. Software, such as voice or speech synthesizer, can assist people with visual impairment to use computers by reading to the user what they are typing or what is on the screen.

With voice synthesizer, I can read anything on computers, including e-mails and the Internet pages," said Peter. "Because the speed of the voice that reads to me can be made faster than normal speech, I am often able to do my job quicker than sighted people." Visual impairment prompted Peter to further explore his talent in writing. Apart from being an editor, he now has a popular weekly column in the SCMP.



### Curious Minds

Students were curious to learn more about visual impairment, how it affects life, and how Peter overcame the daily challenges. The first hand experience changed their views about persons with disabilities - they are not helpless, although some people think they are.

He acknowledges that there are certain limitations. “Without sight, I am obviously limited in what I can do and that is why I am writing mostly about my views on certain topics or opinions of the SCMP,” said Peter. “This said, I enjoy writing long feature stories involving important issues, such as human rights, climate change, recycling and the environment.”

His contribution in these fields has been duly recognised. Peter is the two-time winner of the Hong Kong Newspaper Award for Feature Writing, recipient of the Society of Publishers in Asia Award consecutively from 2005 to 2007, and winner of the Amnesty International Human Rights Award in 2005 and 2007. Peter modestly downplays his achievements stating he lost his sight slowly, therefore, getting a chance to adapt to changing circumstances through technology. He feels those who become achievers despite being born without sight are the ones to be looked up to for inspiration.



### Photo Call

Students participating at the sharing session flocked to take pictures with Peter, who exemplifies what a blind person can achieve and excel. They now share the view that persons with disabilities deserve an equal chance.



### Reaching Heights

Peter expresses immense admiration for the two reporters, whom he knows were born totally without sight and are moving ahead in life by not allowing prejudices to hold them back. “Through determination, self-training and proving that they can match all-comers in the quality of their work, they are shining examples for others to follow,” he said. “I can only be humble when I meet them.”

Peter mentions that no person on earth can claim to be perfect in every way and everyone has disability of some sorts. “For some it is insignificant and others debilitating. But that should not preclude us from being equals,” he says. “Goals are there to be attained. Each of us can, and must be allowed to, reach for whatever height we find challenging.”



### Peter and the VIP

Peter interviewed the then Prime Minister of Pakistan Mir Zafarullah Khan Jamali who has later resigned and is now the Chairperson of the Pakistan Hockey Federation.

Peter Kammerer is one of the mentors of “Career Challenge 2008/09”, a student programme organised by the EOC. For a summary of mentors’ sharing, please visit our website at <http://www.eoc.org.hk>.

### Mentees’ Reflections

The sharing by Mr. Peter Kammerer was highly inspiring. It is truly hard to imagine what he went through when he discovered his visual impairment at my age. However, as he pointed out, being visually impaired does not mean the end of the world. Due to technology advancement, there are tools to help Mr. Kammerer in doing his job. It was fascinating to learn that he has a special computer program to assist him in writing.”

I found the brief discussion at the end most memorable. Mr. Kammerer said that he would have studied engineering were it not for his visual impairment and joked about the differences in income. I was curious because my parents always encourage me to choose a profession that ensures reasonable and stable income. I was taken aback when Mr. Kammerer asked me instead, ‘Well, how much money do you need?’ That was something I had never thought of, and is a question, I am sure, many teenagers and young adults have never considered before. Mr. Kammerer’s question has made me think about how much money I actually need. Most of us have been brought up in an environment where having more is always considered the best, but is that really the case?”

Mr. Kammerer emphasized that he wants to be treated like any other able-bodied person. I was really impressed that Mr. Kammerer was just like any other person: he has a job, a family and is content about it.”

The sharing by Mr. Kammerer was really rewarding. It has broadened my horizons about different social issues and the possibilities of different career choices.”



## Understanding Cultures

### Understanding Cultures

About 5% of the people in Hong Kong are ethnic minorities. While our appearance may be different, they see Hong Kong as their home just like everybody else. They could be our neighbours, colleagues or friends. Let us learn more about one another...



#### Country name

**Republic of India**



#### Location

The country is surrounded by the Bay of Bengal in the east, the Arabian Sea in the west, and the Indian Ocean in the south. It shares its borders with Afghanistan and Pakistan in the north-west; China, Bhutan and Nepal in the north; and Myanmar and Bangladesh in the east.



#### Climate

India's climate is mostly tropical. Although most of the northern part lies beyond the tropical zone, the rest of the country has a tropical climate marked by relatively high temperature and dry winters.



#### Capital

New Delhi



#### Language

Hindi is the official union language of India, while English is the common business language. The Constitution of India recognizes 22 national languages. Besides these, there are 844 different dialects that are practiced in various parts of the country.



#### Population

1,028 million (532.1 million males and 496.4 million females).



#### Literacy rate

65.38%



#### Government

Sovereign Socialist Democratic Republic, with a parliamentary system of Government.



#### National Flag

The National Flag is a horizontal tricolour of deep saffron at the top, white in the middle, and dark green at the bottom in equal proportion. At the centre of the white band is a navy blue wheel.



### National Flower

Lotus – it is considered a sacred flower and occupies a unique position in the art and mythology of ancient India.



### Popular Sport Games

Hockey and cricket



### Religions

Majority are Hindus, though a significant number are Muslims, Christians, Sikhs, Buddhists and others.



### Taboo

- Most Indians eat and receive food with their right hand and left hand is considered unclean.
- Because of religious belief, Hindus consider cattle sacred and do not eat beef. Muslims consider pigs unclean and do not eat pork.
- Do not make fun of the Sikh's turban because they use it to cover their hair for religious reasons.

Information source:

Race Relations Unit of the Constitutional & Mainland Affairs Bureau, Consulate General of India Hong Kong, <http://www.india.gov.in>

## Public Consultation on the Code of Practice on Employment under the Race Discrimination Ordinance

### Public Consultation on the Code of Practice on Employment under the Race Discrimination Ordinance



#### Draft Code in 8 Different Languages

The public consultation on Code of Practice (CoP) on Employment under the Race Discrimination Ordinance (RDO) was successfully completed on 19 January 2009. The RDO was enacted in July 2008 to give protection against racial discrimination. The consultation exercise had provided a very useful forum where issues and concerns on the practical aspects of the RDO were discussed or clarified. Since the commencement of the consultation period on 13 October 2008, a total of 28,000 copies of the draft Code and 24,000 copies of Information Note in 8 different languages including Chinese, English, Tagalog, Indonesian, Nepali, Thai, Hindi and Urdu were distributed to 20 Public Enquiry Service Centres of the District Offices, relevant organizations, concern groups and individuals. The draft Code is also available on the EOC website.

#### 55 Briefing and Consultation Sessions Drew 4,300 participants

During the consultation period, 55 briefing and consultation sessions for ethnic minority organizations, concern groups, labour unions, employers groups, NGOS and government departments were organized of which 10 public sessions were held in different districts of Hong Kong. In addition, 2 sessions were organized for EO Club members, who are mostly human resources practitioners or employers from private and public companies. Comments on the Code were collated. A total of 88 written submissions were also received. The views of the public have been carefully considered and appropriately incorporated into the final draft of the Code to be tabled before the Legislative Council. It is expected the Code will become effective in mid-2009.



**EOC Chairperson Mr. Raymond Tang encourages EO Club members to share their views on the practical aspects of the employment-related provisions of the RDO.**

## Purpose of the Code

Primarily, the Code is intended to help employers to understand and comply with the RDO and to promote racial equality in the workplace by encouraging good practice. It is also intended to give employees a general understanding about the law and their rights, and what to do if they feel they are discriminated against on the ground of race by their employers.



**A total of 55 briefing and consultation sessions were organized.**



## New videos Online Gain Popularity



### I Can Fly

They do not have arms but that has not stopped them from pursuing their dreams. With sheer grit, determination, and perseverance Jiang and Lei have overcome their physical disability to lead a normal life. They can do everything that a person with hands does, such as eating and writing. They even participated in swimming competitions and won many medals. Jiang was the gold medal winner in the women's 50-metre butterfly swimming event at Beijing 2008 Paralympic Games. (Duration: 9'28")



### We Are Family Finale Show

Click to watch the DJs of RTHK, singers, and friends of different races celebrate diversity and racial harmony during the finale of the "EO Diversity Project". (Duration: 8'28")

EOC on 

[www.youtube.com/hkeoc](http://www.youtube.com/hkeoc)

## Family Status Discrimination Case – Family or Job First?

### FAMILY STATUS DISCRIMINATION CASE

## Family or Job First?



### The Complaint

Mrs. Ng, an executive at a financial institution, had to rush her son to a hospital at midnight in August, where he was diagnosed of acute respiratory disease. Since the child's condition was critical, the doctors advised Mrs. Ng to immediately admit him.

Early next morning, she sent a text message to her supervisor and colleagues, informing them of her absence from work to take care of her son. Later in the day, the doctors informed her that her son needed to stay in the hospital for a few more days. She called her supervisor in the evening to request for another day off, but he curtly asked her whether she wanted her job or her family.

When Mrs. Ng went to work the next day she was asked to go to the conference room where her supervisor chided her. Two hours later, she received a phone call from the hospital asking her to see the doctor immediately as her son's condition had deteriorated. She requested her supervisor for an urgent leave but was denied. Left with no choice, she handed in her resignation and left.

Mrs. Ng later lodged a complaint with the Equal Opportunities Commission (EOC) against the supervisor for discriminating against her and the company for being vicariously liable for the act of her superior.

### What the EOC did

Upon receiving the letter from Mrs. Ng, the EOC's case officer notified the company about the complaint and proposed a date for early conciliation. Both parties agreed for early conciliation and an agreement was reached. As demanded by Mrs. Ng, the company provided a reference letter for her and also waived the payment, which she was supposed to make, in lieu of the notice period for leaving employment. Mrs. Ng decided not to pursue a case against her supervisor since he left the job after she filed a complaint with the EOC.

### *What the law says*



People like Mrs. Ng are protected in Hong Kong under the Family Status Discrimination Ordinance (FSDO), which makes it unlawful for a person or an organization to discriminate against any individual on the basis of his/her family status. The FSDO explains family status as a person's responsibility to take care of an immediate family member—a person related by blood, marriage, adoption or affinity.

In this case, Mrs. Ng was discriminated because she was denied an urgent leave despite having a responsibility to look after her son, whom the law describes as her relative by blood.

## EOC Webpage

### "Reflections in Brief"

In our quest for an inclusive society we come across people and situations that cause us to reflect upon our work. By recounting our reflections in brief, we share our vision and experience with our community partners through this webpage, which contains articles on topics such as the mainstreaming of equal opportunities. Log on now for our latest thoughts on current issues!

[www.eoc.org.hk](http://www.eoc.org.hk)



### DISABILITY DISCRIMINATION CASE

## Unnecessary Medical Test



### The Complaint

Mr. Lee was hired by a property management company as a customer service officer in March 2007. His supervisor and colleagues were all friendly to him and he adapted very well to the new environment.

Two weeks later, Mr. Lee and other new staff were asked by the supervisor to undergo a medical check-up. His supervisor explained that the check-up was a part of the company's practice to provide a tailor-made medical insurance plan for individual staff. Mr. Lee complied with the request. In late March 2007, a nurse from the clinic informed Mr. Lee that he tested HIV positive.

Mr. Lee was upset about the news, but what made him feel even worse was the change in his supervisor's attitude. His supervisor became aloof and avoided having conversations with him. Mr. Lee wondered if his supervisor and other colleagues knew about his health condition. A few days later, the company terminated his employment stating that his position was no longer required. Later, Mr. Lee discovered that the company had re-advertised for his position in the newspapers.

Mr. Lee alleged that his employer had discriminated against him on the ground of his disability by terminating his employment. "I do not understand why they have done this to me," said Mr. Lee. "Being HIV positive does not affect my performance". He lodged a complaint with the Equal Opportunities Commission (EOC).

### What the EOC did

Upon receiving the complaint, the EOC case officer held several discussions with Mr. Lee and the property management company. The parties in dispute agreed to settle the matter through early conciliation to avoid a relatively lengthy investigation process. The EOC case officer held several rounds of conciliation after which both parties reached a consensus on the terms of settlement. The company agreed to provide Mr. Lee monetary compensation and a letter of apology. It also agreed to review its equal opportunity policy and provide training to its staff in relation to the issue. The company also agreed to remove HIV test from the employment-related medical examinations in future.

### *What the law says*



Pre-employment medical examinations are common and are usually conducted in the final stages of the recruitment process. These medical examinations are not prohibited under the law. However, if the purpose of the examination is to discriminate against an applicant on the ground of disability, it may contravene the Disability Discrimination Ordinance (DDO). An employer should only suggest a pre-employment medical examination for the purpose of determining whether the applicant: (a) is able, with or without any accommodation, to perform the inherent requirements of the job; or (b) carries any infectious disease so that the employer may act reasonably to protect public health. The DDO provides that it is not unlawful to reject an applicant who has an infectious disease, if it is reasonably necessary for the protection of public health. Under the DDO, neither AIDS nor HIV infection are to be treated as infectious diseases.

消除歧視★由你我開始  
Stop Discrimination Now·Starting with You and Me

心聲和應短片比賽  
Short Video Competition

截止日期: SUBMISSION DEADLINE  
15 / 5 / 2009

查詢電話:  
Enquiries **2511 8211**

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## Frequently Asked Questions on Sexual Harassment in Schools

# Frequently Asked Questions on Sexual Harassment in Schools



### What is sexual harassment?

Sexual harassment is any unwelcome advance, request or conduct of sexual nature that humiliates, offends or intimidates a person, or creates an intimidating environment for that person. It can come from a fellow student, teacher, or other school staff and can be in any form—physical, visual, verbal or non-verbal. Even a single incident can constitute sexual harassment.

### What are the examples of sexual harassment in schools?

- Uninvited physical contact or gesture, such as touching somebody's body part or lifting up skirts.
- Staring or leering at a person or his/her body parts.
- Unwelcome request for sex.
- Remarks, comments, jokes, or insinuations of sexual nature.
- Display of offensive or pornographic materials, such as posters or cartoons.
- Communications, such as letters, emails, and phone calls of sexual nature.

### What entails creating a hostile or intimidating environment in school?

An environment becomes hostile or intimidating when an unwelcome sexual conduct, even if it is not directly targeted to a specific individual, interferes with the performance of a student and limits his/her ability to enjoy or benefit from the school's learning environment. Following are some examples:

- Teachers or students discussing their sex lives or sharing sexually explicit jokes in an area where other teachers and students can hear.
- Displaying nude pictures as computer screensavers in the staffroom.
- Commenting about a fellow student's physique/looks or staring at their body parts.



### **What can I do if I am sexually harassed?**

#### **Speak up at the time.**

You should tell the harasser that his/her conduct is unwelcome and has to stop.

**Confide to somebody you trust.** You should tell somebody you trust, such as parents, teachers, or colleague for emotional support and advice.

**Keep a written record.** You should write down the incidents, including the dates, time, location, witnesses and your own response.

**Lodge a formal complaint.** You should lodge a formal complaint to the school principal or the designated staff about the incident.

**Lodge a complaint with EOC.** You can also lodge a complaint with the EOC. The EOC will investigate the complaint and try to settle it through conciliation. If the conciliation does not succeed, you can apply to the EOC for legal assistance.

### **What are the liabilities for an individual if he/she commits sexual harassment?**

Sexual harassment is an unlawful act, and may entail civil liability under the Sex Discrimination Ordinance. Some acts, such as indecent assault, stalking, and making crank calls could also lead to criminal consequences. Teachers, students, and other workers of schools are personally liable for their own act of sexual harassment. If a person pressures or instructs somebody else to sexually harass another or knowingly aids another in sexual harassment, he/she could entail personal liability.

### **What are the liabilities for schools, if students engage in sexual harassment in schools?**

Since students are not employees or agents of schools, the schools will not be held vicariously liable for the unlawful acts conducted by them. However, a school will be directly liable if it fails to take remedial action when a student complains of sexual harassment from another student during school's activity. If the school continues to allow the students to engage in unlawful activities even after receiving complaints, the school would be seen as knowingly aiding the unlawful act of sexual harassment.

### **What are the liabilities for schools, as employers, in case sexual harassment occurs in schools?**

If a school has not taken "reasonably practicable steps" to prevent sexual harassment, it might be held vicariously liable for the unlawful acts of sexual harassment committed by the employees even if the school itself is unaware of the incident.

## What are the “reasonably practicable steps” to prevent sexual harassment?

Reasonably practicable steps are determined on a case-by-case basis, depending on the school’s scale, mode of human resource management and available resources. In principle, “reasonably practicable steps” should include the following:

- Formulating and promoting the school’s policy on sexual harassment.
- Designating a focal person to receive complaints and handle matters relating to equal opportunities.
- Including the procedures and guidelines for complaint handling in staff handbooks.
- Organizing trainings or seminars on sexual harassment issues to raise awareness among students, parents, teachers, all workers and service providers.

## What should the schools do to raise awareness among students and parents on sexual harassment?

Schools should adopt the following measures to raise awareness:

- Inform about school’s policy on sexual harassment, complaint handling procedures, and related disciplinary actions through orientation programmes, assemblies, briefing sessions, parent-teacher associations, notices, circulars, student handbooks, intranets and seminars.
- Incorporate topic of sexual harassment into sex education programmes, class teacher’s periods, life education lessons and personal growth education.
- Educate them on proper behaviour, values and attitudes and counsel them on handling interpersonal relationships and seeking help.

## EOC Resources on Preventing Sexual Harassment in Schools

- “A matter of she”- Online Training Module
- Power Point Files for Talks to School Principals 2009
- Drama Performances in Schools “This is not a Joke” (Enquiries:2404 7288)
- Leaflets on Preventing Sexual Harassment



## The TV Docudrama Promotes Equal Opportunities

### The TV Docudrama Promotes Equal Opportunities



The majority of the callers who talked to the EOC staff after watching the docu-drama series “A Mission for Equal Opportunities” on TV said they would like to know more about the protection of anti-discrimination laws. Each episode attracts a viewership of more than 1.2M.

The docu-drama series, aired on TVB Jade every week during 20 January to 24 February 2009, promoted understanding of different cultures of ethnic minorities and the problems they face in achieving social integration. The series also highlighted discrimination against people with disability or family status, and sexual harassment against domestic helpers. The series, co-produced by Radio TV Hong Kong, was sixth in the series of the equal opportunities docu-dramas launched by the EOC since 1998.

Most of the viewers commented that the docu-drama series were successful in enhancing their understanding of the concepts of equal opportunities and discrimination. They now have more knowledge about the anti-discrimination laws and the role of the EOC. In view of the popularity of the programme, a DVD of the TV series and an information booklet would be produced.



**Revisit the Programme**  
<http://www.eoc.org.hk>  
<http://www.rthk.org.hk>

### Around the World

#### Afghanistan

##### New Law to Free Persons with Disabilities from Discrimination

For the first time in Afghanistan's history, a piece of legislation on disability has been finalized and submitted to the Parliament of Afghanistan for approval. It is expected to become law in 2009. The legislation will have a positive effect on the lives of persons with disabilities as it provides a full range of civil, political, socio-economic and cultural rights to them.



Information source:

<http://www.disabilitynow.org.uk/latest-news2/world-view/new-laws-will-make-history>

#### Rwanda

##### Women Make History in Rwandan Elections

Rwanda has made history by electing majority of women in the second parliamentary elections held on 18 September 2008. By winning 45 of the 80 seats, women now have the majority of 56.25% in the Rwandan parliament. It has now become the first parliament in the world to have women in the majority. Ahead of the September elections, the United Nations Development Fund for Women (UNIFEM), in partnership with the local institutions, had conducted training for the women candidates to strengthen their campaigning skills.



Information source:

[http://www.unifem.org/news\\_events/story\\_detail.php?StoryID=736](http://www.unifem.org/news_events/story_detail.php?StoryID=736)

## Taiwan

### Cycling Expedition to Taiwan



In late 2008, two volunteers completed their 10-day journey around Taiwan on their bikes. In the journey covering over 1,200 km, the Hong Kong duo had to overcome the difficulties of cycling at high altitude of 3,000m. They successfully raised funds to promote racial harmony in Hong Kong, and they also gained better understanding of the customs and cultures of different groups of Taiwan's indigenous people.

Information source:

<http://www.singtao.com/yesterday/sup/0109mo01.html>

## England



### System Enables the Blind to 'See' with Ears

A system converting images into sounds developed by scientists at the University of Oxford allows persons with visual impairment to visualize the object in front of them. The system uses a camera that can be mounted into a pair of glasses and takes pictures of items in front of the wearer. The images are then analyzed by a computer that converts the angles and length of lines into a series of sounds.

Information source:

<http://www.dnaindia.com/dnprint.asp?newsid=1204992>

# 社區活動巡禮 EVENTS CALENDAR

**15 – 24/6/2008**  
**「藝無疆」之一：  
 共融攝影聯展《天·地·人》**  
**"Cross all Borders" 1: Photo Exhibition for ALL "Sky, Earth and People"**  
 香港展能藝術會  
 Arts with the Disabled Association (ADA) Hong Kong  
 2855 9548  
[http://www.adahk.org.hk/tc/whats\\_news/upcoming\\_events/index\\_id\\_28.html](http://www.adahk.org.hk/tc/whats_news/upcoming_events/index_id_28.html)

**全年計劃  
 Year-round Programme**  
**義工招募  
 Volunteer Recruitment**  
 心光盲人院暨學校  
 Ebenezer School & Home for the Visually Impaired  
 2817 4355  
<http://www.ebenezer.org.hk/ebenezerchi/Volunteer.aspx>

**24/6/2009**  
**婦女「身」知 – 預防性騷擾講座**  
**Talk on Preventing Sexual Harassment**  
 香港家庭計劃指導會 藍田婦女會  
 The Family Planning Association of Hong Kong – Lam Tin Women's Club  
 2346 5426  
<http://www.famplan.org.hk/womenclub/activity/upload/LTWC-09/1-6/program.pdf>

## 社會參與資助計劃 Community Participation Funding Programme

**宗旨:** 此計劃旨在鼓勵社區組織舉辦活動，以加深廣大市民對平等機會的認識，並推廣《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》的原則與日常應用。



**Aim:** To encourage community organizations to carry out projects which promote public understanding of equal opportunities, and the principles and applications of the Sex Discrimination Ordinance, Disability Discrimination Ordinance, Family Status Discrimination Ordinance, and Race Discrimination Ordinance.

**最高資助額:** 每項計劃 \$50,000  
**Maximum Funding Limit:** \$50,000 for each project  
**截止申請日期:** 15.5.2009 (第一期); 14.8.2009 (第二期)  
**Application Deadline:** 15.5.2009 (First batch); 14.8.2009 (Second batch)

**詳情 Details:** <http://www.eoc.org.hk>  
**查詢 Enquiries:** 2511 8211

**全年計劃  
 Year-round Programme**  
**外籍傭工輔導計劃  
 Domestic Helpers & Migrant Workers Programme**  
 基督教勵行會  
 Christian Action  
 2739 6193  
<http://www.christian-action.org.hk/>

**全年計劃  
 Year-round Programme**  
**「共融 – 一個好家庭」小組  
 eAffinity Group**  
 明愛粉嶺綜合家庭服務中心  
 Caritas Integrated Family Service Centre – Fanling  
 2669 2316  
<http://family.caritas.org.hk>

**4/2009 – 8/2009**  
**手語證書課程  
 Sign Language Certificate Courses**  
 靜聲手語協會  
 Silent Group  
 8106 6655  
<http://hk.geocities.com/silentgroup/>



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