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**Minutes of the One Hundred and Forty-seventh Meeting of
The Equal Opportunities Commission
held on 18 September 2025 (Thursday) at 2:30pm in the
Equal Opportunities Commission's Conference Room**

Present

Ms Linda LAM Mei-sau, SBS	Chairperson [C/EOC]
Dr the Hon Eliza C. H. CHAN, GBS, JP	
Ms Queenie CHAN Lai-kwan, MH	
Ms Rosanna CHOI Yi-tak, MH	
Miss Lily CHOW	
Dr Theresa CUNANAN	
Mr James Mathew FONG	(via telephone-conferencing)
Ms Aruna GURUNG	
Revd Canon the Hon Peter Douglas KOON Ho-ming, SBS, JP	(via video-conferencing)
Mr Simon LAM Ken-chung	
Dr Jennifer LUI Wai-cheung	
Mr Vishal MELWANI	
Miss Shirley TO Shuk-yi	
Ms Linda TSANG Chi-man, MH	
Mr Symon WONG Yu-wing, MH	(via video-conferencing)
Dr Vincent WONG Wai-lun	(via video-conferencing)
Dr Kitty WU Kit-ying, JP	
Dr Ferrick CHU Chung-man	Secretary Executive Director (Operations) [ED/O]

In attendance

Mr Ivan LUK Chi-cheung	Executive Director (Enforcement) [ED/E]
Mr Tony SIU Kit-hung	Director, Complaint Services [DCS]
Ms Lisa CHAN Kit-ching	Director, Corporate Planning and Services [DCPS]
Ms Doris TSUI Ue-ting	Head, Policy, Research and Training [HPRT]
Ms Joyce LAI Yuet-ling	Head, Corporate Communications [HCC]
Mr Raymond HO Wing-keung	Senior Equal Opportunities Officer, Ethnic Minorities Unit [SEOO(EMU)]

Ms Susana SOO	Senior Equal Opportunities Officer, Anti-Sexual Harassment Unit [SEOO(ASHU)]
Miss Gloria YU Wai-ling	Senior Equal Opportunities Officer, Administration & Personnel [SAP]
Ms Hollis LING Yin-har	Equal Opportunities Officer, Administration & Personnel [EAP]

I. Introduction

1. The Chairperson (C/EOC) welcomed all EOC Board Members (Members) to the 147th Meeting. She informed Members that Mr James Fong and Dr Vincent Wong already joined the meeting via telephone conference and video conference respectively. Revd Canon Peter Koon and Mr Symon Wong would join the meeting via video conference later.

II. Confirmation of Minutes (Agenda Item No. 1)

Confirmation of Minutes of the 146th Meeting on 19 June 2025

2. The draft minutes of the 146th EOC Meeting held on 19 June 2025 were issued to Members on 18 July 2025. No request for amendments was received. Members confirmed the minutes of the 146th EOC Meeting without amendments.

III. Matters Arising (Agenda Item No. 2)

3. There were no matters arising from previous meetings that required Members' attention in this meeting.

(Ms Rosanna Choi joined the meeting at this juncture.)

IV. New Agenda Items

Six-Monthly Review of EOC's Work (January – June 2025)

(EOC Paper No. 9/2025; Agenda Item No. 3)

4. EOC Paper No. 9/2025 provided a statistical representation of the work of the EOC in the first half of 2025 and the updated status of the conduct of court actions as of August 2025.

5. C/EOC highlighted to Members that there was an increase in the number of enquiries and complaints received in the first half of 2025 as compared with the same period of 2024. Members noted that the number of specific enquiries received rose by approximately 900 and that of the complaints received increased by around 120. C/EOC expressed appreciation for the hard work of the staff in the Complaint Services Division to absorb the additional workload with the same manpower strength but without compromising their work quality.

(Ms Aruna Gurung joined the meeting at this juncture.)

6. C/EOC provided some updates on the EOC legally assisted case reported in Annex 2 to EOC Paper No. 9/2025.

(Mr Symon Wong joined the meeting via video-conferencing at this juncture.)

7. In response to a Member's question, DCS said that the distribution of complaint cases across the four anti-discrimination ordinances had remained relatively stable in recent years. Among the cases received, around 40–50% concerned alleged disability discrimination, mainly in the employment field, areas related to access to premises, and in the provision of goods, services and/or facilities. Approximately 30–40% were related to alleged sex discrimination, with about half involving sexual harassment in the workplace or in the provision of

services, while others concerned pregnancy discrimination. The remaining involved complaints under the Race Discrimination Ordinance and the Family Status Discrimination Ordinance. In processing the complaint cases, the EOC would first collect the relevant facts and information to assess whether there might have been unlawful acts of discrimination. Where potential unlawful acts are identified, the complainant and respondent would be invited to attempt settlement through conciliation. Normally, around 80% of the cases proceeded to conciliation could be successfully conciliated, while a small proportion of the complainants might seek further help from the EOC by submitting applications for legal assistance, which would be considered by the Legal and Complaints Committee.

(Revd Canon Peter Koon joined the meeting via video-conferencing and Ms Linda Tsang joined the meeting at this juncture.)

8. In response to a Member's questions on Items 4 and 5 in Annex 2 to EOC Paper No. 9/2025, ED/E provided clarification on the respondents' identity and the EOC's handling of court anonymity.

9. Members noted EOC Paper No. 9/2025.

Chairperson's Quarterly Report

(EOC Paper No. 10/2025; Agenda Item No. 4)

10. EOC Paper No. 10/2025 contained the important work done by the EOC for the period from June to August 2025. C/EOC highlighted the progress of the various initiatives under the four anti-discrimination ordinances as presented in the paper for Members' information.

A. Promoting Equal Opportunities for Persons with Disabilities (PWDs) under the Disability Discrimination Ordinance (DDO)

11. Members noted that on 6 June 2025, HPRT and an EOC staff member participated in the ‘Employment Inclusivity Forum: Synergising Workplace DEI Ecosystem Efforts’. As one of the panellists, HPRT shared ways to accelerate the Diversity, Equity, and Inclusion (DEI) ecosystem in Hong Kong and overcome silo effect in the workplace and community by adopting collaborative approaches.

12. On 16 June 2025, C/EOC, along with EOC representatives, attended a meeting of the Legislative Council Panel on Constitutional Affairs. C/EOC presented the EOC’s initiatives to promote equal opportunities for PWDs to participate in all aspects of life.

13. Building on the success of the Universal Design Award Scheme (UDAS) 2024/25 in promoting accessible environments across different sectors, the EOC hosted a second sharing session titled ‘Application of Universal Design in the Retail Environment’ on 1 August 2025. Tailored for shopping mall and retail space management and operators, the sharing session featured guest speakers from five awardees in the UDAS 2024/25, who shared their insights on fostering inclusive environment and experience for users with diverse needs, paving the way for the launch of the UDAS 2026/27.

14. The EOC held a press conference on 29 July 2025 to launch the ‘Guide on How to Support Employees with Mental Health Conditions’ (the Guide), along with six animated videos, with the aim to help employers and managers better understand how to support employees with mental health conditions. The Guide also provides information on possible reasonable accommodation measures to help employers and managers create a mental health-friendly and inclusive workplace. ED/O and HPRT gave interviews on five radio programmes to introduce the content of the Guide and the practical accommodations for employees with mental health conditions. C/EOC expressed gratitude to Dr Kitty Wu, who is Chairperson

of the Board of Directors of Hong Kong Institute of Clinical Psychologists, for her valuable contributions throughout the consultation process of the Guide. Her feedback and comments on the draft had been instrumental in shaping the Guide’s development and successful release.

B. Anti-Sexual Harassment Campaign under the Sex Discrimination Ordinance (SDO)

15. C/EOC said that combating sexual harassment was always a key priority of the Commission under the SDO. Ahead of the orientation programmes organised by university student leaders for freshmen during the summertime, the Anti-Sexual Harassment Unit conducted a host of training sessions between May and July 2025 for student leaders to facilitate their understanding of what would amount to sexual harassment, raise their awareness in preventing sexual harassment when planning for and executing the activities for welcoming new students, and learn about the appropriate responses to improper behaviours. Also, building on the enthusiastic response to the inaugural “Play Smart” Joint-Institution Interactive Workshop on Addressing Sexual Harassment on Campus last summer, the Unit organised the workshop again this year on 25 July 2025 for staff handling student affairs or overseeing student activities in universities. Through lectures and simulation exercises, participants were equipped with the knowledge about the SDO and the definition of sexual harassment, and the skills for handling enquiries or complaints relating to sexual harassment on campus.

16. The “Safe Space For All” Anti-Sexual Harassment 60-Second Video Contest 2025 launched to promote public awareness and education on creating sexual harassment-free environment was concluded with an award presentation ceremony on 17 July 2025. C/EOC expressed gratitude to Ms Lily Chow, Mr Simon Lam and Dr Vincent Wong, who served on the panel of judges for the contest and presented the awards to the winners on that day.

C. Promoting Family-friendly Employment Practices under the Family Status Discrimination Ordinance (FSDO)

17. The EOC held a press conference on 12 August 2025 to release the findings of the ‘Study on Family-friendly Employment Practices (FFEPs) from the Perspectives of Human Resource Managers and Family Members of Employees’ (the Study). The Study analysed whether the most common FFEPs currently adopted by employers in Hong Kong were adequate to support employees, particularly carers, in balancing family and work. It also sought to recommend additional FFEPs to employers to better meet the needs of employees’ families.

D. Promoting Equal Opportunities for Racially Disadvantaged Population under the Race Discrimination Ordinance (RDO)

18. The Racially Friendly Campus Recognition Scheme 2024/25 (the Scheme), which was held for the third consecutive year, was concluded with an annual ceremony on 4 July 2025 to acknowledge schools’ commitment to racial inclusion. C/EOC thanked Ms Queenie Chan, Ms Aruna Gurung, Mr Vishal Melwani, Miss Shirley To and Dr Vincent Wong for officiating at the ceremony, and presenting awards to school champions and awardees. Furthermore, C/EOC thanked Ms Queenie Chan, Ms Aruna Gurung, Mr Simon Lam and Dr Vincent Wong, who officiated at the Racial Diversity & Inclusion Teacher Partners Award Ceremony and presented certificates to teacher awardees on 28 August 2025. Dr Wong also delivered the closing speech for the ceremony.

19. In collaboration with the Labour Department, the EOC co-organised the ‘Building a Multicultural Workplace Job Fair 2025’ on 24 and 25 July, in which signatories of the Racial Diversity & Inclusion Charter for Employers Charter showcased the job opportunities available for job seekers from diverse racial backgrounds. C/EOC expressed gratitude to Dr Theresa Cunanan for representing the EOC and delivering a speech at the opening ceremony.

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(Dr Jennifer Lui joined the meeting at this juncture.)

20. A Member expressed appreciation to the EOC and the Ethnic Minorities Unit for the quality submission on Chinese language education for non-Chinese speaking (NCS) students during the 2025 Policy Address Public Consultation. In response, C/EOC welcomed the initiatives just announced in the Chief Executive’s 2025 Policy Address, particularly the adoption of the EOC’s recommendation to provide tailor-made learning materials for NCS students, by extending the Hanyu Shuiping Kaoshi Chinese Proficiency Test learning materials from upper primary to junior secondary levels starting from the 2026/27 school year. C/EOC said this was very encouraging for the EOC, as the measure, which echoed the Commission’s longstanding advocacy, would provide more targeted support to NCS students. On the follow-up with the Education Bureau (EDB), SEOO(EMU) said that the EOC maintained regular engagement with the EDB, and was lining up a meeting with the Bureau to discuss the recommendations, including an update on the longitudinal study on Chinese learning of primary NCS students, which the EDB planned to publish within 2025. The EOC would continue to follow up with the EDB on the subject and update Members when more information became available.

21. In response to a Member’s enquiry, ED/O said the EOC had been offered two valuable opportunities to present the findings of the ‘Study on Family-friendly Employment Practices (FFEPs) from the Perspectives of Human Resource Managers and Family Members of Employees’ – one would be a presentation and panel discussion at the Hong Kong Institute of Human Resource Management Annual Conference and Exhibition 2025 on 25 September 2025; and the other one would be a presentation at the Business Sustainability Conference 2025 organised by the Centre for Business Sustainability of The Chinese University of Hong Kong. In response to the suggestion of this Member, HPRT said that the coming Universal Design Award Scheme for 2026/27 would go beyond environmental considerations and include assessment criteria on technology application, such as the use of mobile apps or AI on enhancing accessibility. She added that there was increasing support

from different industries and community organisations, with over 10 supporting organisations from the previous round and new partners expressing interest in collaboration. Such industry-level support would help sustain the promotion of universal accessibility to the public beyond the award scheme.

22. Members noted EOC Paper No. 10/2025.

Reports of the Administration & Finance Committee, Community Participation & Publicity Committee, Legal & Complaints Committee and Policy, Research & Training Committee

(EOC Paper No. 11/2025; Agenda Item No. 5)

23. EOC Paper No. 11/2025 highlighted to Members the important matters raised and the decisions made at the recent meetings of the four committees held during the period from June to August 2025.

24. C/EOC thanked Members for their support to the work of the EOC through the four committees, and highlighted three important decisions that had been made at the recent committee meetings:

- i) The Administration & Finance Committee approved the Guidelines on the Solicitation and Acceptance of Donations and Sponsorships by the EOC. The Guidelines set out the principles for soliciting and accepting donations or sponsorships, which would not only help alleviate the financial pressure arising from the Government's Productivity Enhancement Programme implemented since 2024-25, but would also engage the community and help mainstream the concepts of diversity, equal opportunities and inclusion;
- ii) The Community Participation & Publicity Committee approved to grant six applications under the 2025-26 Community Participation Funding Programme on Equal Opportunities; and

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- iii) The Policy, Research & Training Committee approved to grant seven applications under the Funding Programme of Research Projects on Equal Opportunities 2025/26.

25. In response to a Member's question, ED/E explained that the EOC would take into account a number of factors when considering legal assistance applications. These include, amongst others, whether the case involves important legal principles, whether refusal to assist would create an unfair imbalance between the parties (for example, between a large employer and an individual employee), and whether the case may set a legal precedent of educational value to the public. C/EOC supplemented that there was no means test, which may be a consideration for the Legal Aid Department, and the financial situation of applicants is not a primary consideration. The EOC's focus is on effective enforcement of the anti-discrimination ordinances, raising public awareness and promoting equal opportunities.

26. Members noted EOC Paper No. 11/2025.

V. Any Other Business

The Ageing Society Strategies Initiated in the Chief Executive's 2025 Policy Address

27. A Member welcomed the Government's new initiatives in the 2025 Policy Address and suggested that the EOC could explore contributing its expertise to the forthcoming working group on ageing strategy established by the Government. C/EOC thanked the Member for the suggestion and stated that age is beyond the scope of the four anti-discrimination ordinances and hence the ambit of the EOC. While direct participation might not be appropriate, the Commission would continue to closely monitor the development of an age-friendly society and the public's views on age discrimination. She added that the EOC would seek

appropriate opportunities, including through its ongoing promotion of universal design, to reflect community concerns and contribute to building an age-friendly society.

The Racial Diversity & Inclusion Employers Award Ceremony

28. C/EOC invited Members to attend the Racial Diversity & Inclusion Employers Award Ceremony to be held in November 2025 at the Grand Auditorium of HKEX Connect Hall. SEOO(EMU) would send the event details to Members in due course.

29. There being no other business, the Meeting was adjourned at 3:25pm.

VI. Date of Next Meeting

30. The next regular EOC Meeting would be held on **18 December 2025 (Thursday) at 2:30pm.**

Equal Opportunities Commission
October 2025