

Definition of Sexual Harassment



"At today's welcome lunch my boss openly shared with us his sex life and the number of sex partners he has."



"He also asked about my colleagues! No one seemed surprised to hear all that."



"I didn't want to offend anyone on my first day especially not my boss so I just went along and kept silent."



"I don't know if I was being overly sensitive or that's the company culture I just need get used to."



"WHAT? This sounds totally inappropriate. He was creating a sexually hostile environment for you although he wasn't targeting you. It could be sexual harassment."

COMPASS | eoc anti-sexual harassment
resource platform
平機會反性騷擾資源平台



"Quinn, you should really stand up for yourself! Check out this COMPASS website and contact the EOC for suggestions on what to do!"

What is sexual harassment?

- It is regulated by the Sex Discrimination Ordinance (“SDO”)
- It can occur intentionally or unintentionally, and even playful acts may amount to sexual harassment.

The SDO defines two forms of sexual harassment:

1. Targeting a person
2. Creating a sexually hostile environment

Targeting a person

Targeting a person, this involves engaging in conduct of a sexual nature directed at a person. This conduct may include making sexual advances or requesting sexual favours which are unwelcome to the person. Also, a reasonable third person would have anticipated that the other person would be offended, humiliated or intimidated by the conduct.

Creating a sexually hostile environment

Creating a sexually hostile environment involves engaging in conduct of a sexual nature that does not have to be directed at a person. This conduct can be committed alone or with others and creates a hostile or intimidating environment for another person.

According to section 2(5) and section 2(8) of SDO, acts of sexual harassment can be done by any person to a man or a woman.

For more information about sexual harassment, visit [COMPASS](#) – the Equal Opportunities Commission’s online resource platform or call the hotline at 2106 2222 to talk to our duty officer.

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