

Executive Summary

Background and objectives

1. Collaborating with nine universities in Hong Kong, the Equal Opportunities Commission (EOC) conducted the very first territory-wide, independent, and large scale mixed-method study examining the issue of sexual harassment of university students in Hong Kong.

2. This Study, *Break the Silence: Territory-Wide Study on Sexual Harassment of University Students in Hong Kong*, collected extensive and solid evidence on the prevalence and underlying causes of sexual harassment of university students, as well as their awareness and views on this issue. This Study aims at painting an overall picture of sexual harassment, with a view to providing recommendations to universities for them to map out a better overall strategy on how to create a safe, inclusive and harassment-free environment for young people to study at universities.

3. The objectives of this Study are as follows:

- To examine university students' understanding and awareness of sexual harassment;
- To measure the prevalence and examine the nature of sexual harassment of university students, including the setting in which sexual harassment occurs, the relationship between perpetrators and victims, the impact of sexual harassment, etc.;
- To evaluate the underlying causes contributing to sexual harassment at universities;
- To examine the follow-up actions taken by victims of sexual harassment, such as lodging a complaint, and the reasons behind for not taking any actions;
- To review the effectiveness of the policies and measures taken by the universities to address sexual harassment on campus;

- To provide recommendations for universities, the Government, and other stakeholders regarding how to properly address the issues of sexual harassment at universities.

Research Methodology

4. This Study adopts a mixed-method research design including three major data collection methods:

- i. An anonymous self-administered online questionnaire was sent by universities to all full-time undergraduate and postgraduate students of the nine participating universities via email;
- ii. In-depth interviews were conducted with 28 students who indicated they have been sexually harassed before;
- iii. A focus group discussion was conducted with representatives of universities who have been handling sexual harassment complaints and/or promoting the prevention of sexual harassment at universities.

5. A total of 14,442 self-administrated questionnaires were returned through the online survey webpage and received by the EOC research team between 22 March and 30 April 2018, representing an overall response rate of 14.3% out of the 101,016 full-time undergraduate and postgraduate students of the nine participating universities. At a 95% level of confidence, the results of this Study have a standard error of +/-0.8%. In order to ensure representativeness of the findings, weighting of data was conducted based on the male/female distribution of the nine participating universities' student population.

6. In addition, the 14,442 respondents of the online questionnaire were invited to participate in semi-structured in-depth interviews of this Study. A total of 28 in-depth interviews were successfully conducted between 10 May and 26 June 2018 at the office of the EOC. All selected interviewees have indicated that they have encountered sexual harassment personally. They were selected in a way to ensure that the views and experiences of students of different backgrounds (i.e. gender, level of study, university, etc.) were included.

7. Also, a focus group discussion was conducted on 5 June 2018 with 13 representatives of participating universities, including staff from student affairs office,

equal opportunities office/committee, and human resources department. The representative of one participating university was not available for the discussion and provided the views via a phone interview instead.

Key findings

Awareness of sexual harassment

8. The concept of sexual harassment was interpreted vastly differently among students. Conducts that were considered as sexual harassment by most students include “someone has inappropriate physical contact with you (82.8%)”, “someone sends you sexually suggestive messages or photos on the Internet and makes you feel offended (81.7%)”, and “someone keeps making sexual advances to you regardless of your rejection (81.0%)”. Even though most students had the consensus that the above three acts constitute sexual harassment, there are still some 20% did not think so. Acts considered by the least number of students as sexual harassment were “someone invites you to go out on dates repeatedly, regardless of your rejection (35.0%)”, and “someone discusses with others about sex in front of you and makes you feel uncomfortable (55.8%)”.

9. This Study has created a Sexual Harassment Awareness Index (SHA Index) to better compare the awareness and understanding of students among different sub-groups. From zero to 100, a higher score of the SHA index indicates that the respondent has a greater ability to identify sexual harassment behaviours accurately.

10. The average score of the SHA index of all respondents is 69.5, with a standard deviation of 31.4. It was found that a significant proportion of students had a fairly good understanding of the concept of sexual harassment, yet there were still room for improvement, with one-fourth (25.0%) of students getting 50 points or below. It was also found that the awareness of sexual harassment for male students was in general lower than their female counterparts by 6.8 SHA Index points — with male scored in average 65.85 and female scored 72.65.

11. This Study found that students who said they had read the anti-sexual harassment policy of their university had the highest average SHA Index score (74.61), whereas students who mistakenly said their university had no such policy got the lowest score of 54.30. In addition, those who indicated they had been sexually harassed had a higher awareness than their counterparts who had not experienced sexual harassment, by 2.47 SHA Index point.

Prevalence of overall sexual harassment

12. Near one-fourth of students (23.0%, 3,329) participated in the questionnaire survey indicated they were sexually harassed on at least one occasion, within 12 months before the survey was conducted. If the data is disaggregated by sex, as much as 27.0% (2,083) of female students and 18.4% (1,234) of male students were sexually harassed. These figures include students who said they were sexually harassed on campus, off campus by fellow students or staff, or online by anyone.

Sexual harassment on campus

13. This Study found 15.6% of students (2,259) were sexually harassed on campus. Most of them (48.6%) said they encountered sexual harassment once in the 12 months before the survey were conducted. Yet, a sizeable 43.5% of them reported that they had encountered sexual harassment for two to five times. Alarming, 3.4% (77) of students who were sexually harassed on campus said they had encountered sexual harassment for more than 10 times, in the 12 months before the survey.

14. Sexual jokes or comments were the most common form of sexual harassment. Among those who said they were sexually harassed on campus, 38.0% of them said someone had made sexually suggestive comments or jokes to others in front of them, while 34.7% said those comments or jokes were made directly to them.

15. The third most common form of campus sexual harassment was inappropriate physical contact (20.2%). Also, 15.2% of those who suffered from sexual harassment on campus responded that they had someone played sexually suggestive games in front of them during student activities, while 11.8% said someone had requested them to participate in those games and made them feel uncomfortable.

16. A small but alarming 5.1% said someone had kept making sexual advances to them regardless of their rejection, whereas 2.8% said someone had offered good academic results, money or other benefits in exchange for sexual favours.

17. Some groups of students may experience sexual harassment more likely than others, if they are female or non-binary, persons of LGBTI (Lesbian, Gay, Bisexual, Transgender, or Intersex), persons with disabilities, or non-local students. Female students had a higher chance of experiencing sexual harassment on campus than male students by 4.5 percentage points; students who are LGBTI people were 1.7 times more likely to be sexually harassed on campus than their counterparts; students with disabilities were twice as likely as students without disabilities to have been sexually

harassed; and students from the Mainland China and overseas countries were 2.9 and 2.2 percentage points more likely to have experienced sexual harassment on campus than local students, respectively. All of the differences were tested to be statistically significant ($p < 0.01$).

18. Among students who said they were sexually harassed on campus, most indicated that the gender of their perpetrators were male (80.7%) and classmates of the victims from the same university (72.7%); 4.4% (98) identified their perpetrators of sexual harassment incidents as tutors, lecturers or professors, while 4.4% (98) identified the perpetrators as non-academic staff of university.

19. Most students who were sexually harassed responded that they encountered sexual harassment incidents in common areas or lounges at university (44.9%), followed by teaching venues (26.9%), university accommodation (20.1%), and libraries or study rooms (10.5%).

In-depth interview: Students' experience of sexual harassment on campus

20. Similar to our quantitative findings, lots of students shared at the in-depth interviews that they had experienced verbal sexual harassment. In many of those cases, the perpetrators believed they were just making funny jokes or comments, while the victims felt embarrassed or offended. Some of these verbal sexual harassments amounted to unwelcome sexual advance, or unwelcome request for sexual favours. Some sexual remarks even came from professors or instructors.

21. Among all the in-depth interviews conducted, some of the most serious incidents involved sexual assault or even attempted rape. In many of those cases, alcohol was often involved and some interviewees believed that alcohol consumption was one of the contributing factors to sexual harassment and sexual assault.

22. For inappropriate physical contact, similar to verbal sexual harassment, most of the interviewees said the perpetrators were their fellow students. Some of these inappropriate contacts were immediately followed by explicit sexual advance. Many of those sexual harassment incidents occurred at university residential halls or college accommodation, where students spend a substantial amount of time with their fellow schoolmates every day.

23. Multiple students also told us in the in-depth interview that there was a culture of sexual harassment at orientation camps, which involved sexually suggestive games and abusive languages most of the time. In many occasions, victims of sexual harassment were pressurised to participate in these sexually suggestive games, or they were under strong peer-pressure which made them nod along the acts of sexual harassment.

Sexual harassment off campus

24. This Study found 3.8% (545) of students were sexually harassed by university students or staff off campus, in the 12 months before responding the survey. Although a majority of those activities were of private nature, 11.9% of them indicated that the sexual harassment incidents took place at activities organised by the university and 14.7% said those incidents occurred at student bodies' activities.

Online sexual harassment

25. Also, this Study found 11.5% (1,662) of students were sexually harassed online. Among them, 61.5% said they had received offensive sexually suggestive messages on the Internet. As many as 71.5% (1,188) and 39.4% (654) students who were sexually harassed online said they encountered sexual harassment online on social media and online forum or chat room, respectively.

Underlying causes contributing to sexual harassment at university

26. Through the in-depth interviews with students who have experienced sexual harassment, the underlying factors and causes contributing to sexual harassment at university were identified as follows:

- **Misunderstanding or trivialising sexual harassment:** The concept of sexual harassment was generally misunderstood or trivialised by university students. For instance, many students perceived conducts that constituted sexual harassment as acts of romantic pursuit, or considered them as “not a big deal”.
- **Misinterpretation of consent:** The concept of sexual consent was misunderstood by perpetrators. As shared by multiple interviewees, they found that sometimes the perpetrators, mostly men, believed that “no means yes” in the context of sex.

- **Distorted perception towards women and sexual minorities:** There is a culture of objectifying or disrespecting women among university students, and a disrespectful or even discriminatory attitude was even more prevalent towards the LGBTI community.
- **Misunderstanding masculinity:** Some students held the view that men should engage in conducts of sexual harassment to showcase their “manliness and masculinity”, while some others wrongly believed that men would not be the victim of sexual harassment, due to traditional gender norms and gender stereotypes.
- **Culture of victim-blaming:** There is an attitude of “blaming the victim” for being sexually harassed or assaulted at university. For example, some interviewees said women would be blamed for dressing in a “revealing style”, or behaving wrongly and misleading the perpetrator.
- **University “culture” and peer-pressure:** The influences of peers, as well as university culture and tradition, were widely viewed as one of the key contributing factors to sexual harassment at university. This kind of culture was most commonly found at orientation camps or other student activities. Many of those games and activities of sexual nature were passed down through generations in the name of “tradition”.
- **Silence of bystanders:** Many bystanders were unwilling to speak up or intervene when they witnessed sexual harassment at orientation camps or other situations. This phenomenon further exacerbated the prevalence and culture of sexual harassment at university.
- **Abuse of power:** In the case of being sexually harassed by people in positions of power, such as professors, lecturers or seniors in residential halls, the victims would feel vulnerable or even powerless to act against the perpetrators. Due to the fear of retaliation by perpetrators, some students choose not to report the sexual harassment incidents. These all may exacerbate the problem of sexual harassment at university.

- **Sexuality education:**¹ The insufficient or lack of sexuality education was viewed by many interviewees to be the root cause of sexual harassment at university. Without proper sexuality education, students may not have a positive attitude towards relationship and sexual norm.

Impact of sexual harassment

27. This Study found that sexual harassment incidents would cause significant adverse impact on the victims, regarding their mental health, academic studies, and social lives. In our in-depth interviews, a student said the incidents of sexual harassment would make them feel distressed, or even anxious about their personal safety. Another said she moved to another university to continue her doctoral studies, after being sexually harassed by her academic supervisor. Many more shared that their social lives were affected by the experience of sexual harassment, as they went to great lengths to avoid encountering perpetrators at university after the incidents.

Reporting and actions following sexual harassment

28. Underreporting remains a central issue for sexual harassment of university students. Among all students who were sexually harassed on campus, off campus by university-related people, or online, only 2.5% (84) of them said they had lodged complaints with their university. Another 1.0% and 1.9% of students said they had lodged complaints with the EOC and reported to the police respectively.

29. Instead of lodging complaints, most of the students who were sexually harassed (75.0%) had adopted a passive approach to the incidents, which were to avoid contact with the harasser(s) (45.0%), or to not take any actions at all (30.0%).

30. The positive actions that most students had taken included blocking the harasser(s) online (23.0%), asking the harasser to stop the sexual harassment act (22.3%), or asking social networking sites to remove the harassing content (9.5%). Only a few students (2.2%) sought professional support services after experiencing the sexual harassment incidents, such as talking to academic staff or counsellors at their university.

¹ The EOC believes that the term “sex education” should be renamed as “sexuality education” or “sexuality and relationship education”, in order to emphasize the gender and relationships elements of the subject and its comprehensive nature. Except for directly quoting interviewees, the term “sexuality education” will be used in this whole report.

31. The reasons behind students not reporting sexual harassment incidents to the university are complex and manifold. Among students who had not reported the sexual harassment incidents to the university, 58.9% of them said they did not consider the incident to be serious. Following that, 36.2% said they had resolved the matter on their own. These figures indicated that there may be a danger of victims of sexual harassment downplaying or trivialising the incidents they experienced.

32. As many as 20.7% of students among who decided not to report the sexual harassment incidents said they were not sure whether the incidents they encountered constitute sexual harassment. One in ten (10.6%) said because they did not want to jeopardise the relationship with the harasser(s) (10.6%), whilst 7.2% said were due to in fear of retaliation by the harasser(s).

33. About 11% of students who did not report their sexual harassment incident to their university because they worried about ineffective complaint mechanism or protracted process (11.2%) and 8.7% did not even know the channels for lodging complaints in university. The above findings were echoed by the qualitative interviews in this Study.

Universities' efforts to prevent sexual harassment

34. This Study also reviews the measures taken by the participating universities to prevent and eliminate sexual harassment. While many universities have spent a lot of efforts on countering sexual harassment, the students did not think in the same way. Below are some of the key issues identified that hinder the anti-sexual harassment efforts:

- **Students were unaware of universities' anti-sexual harassment policy:** All participating universities have developed their own anti-sexual harassment policies which are available on university websites. However, this Study found more than half of the students (58.6%) were not aware of the anti-sexual harassment policy of their university. Among those who were aware of it, a majority (62.1%) admitted that they had never read the policy at all. Similarly, in the in-depth interviews, many interviewees did not know their university has an anti-sexual harassment policy and were unsure which department they should go if they want to report sexual harassment.
- **Universities' promotional efforts received lukewarm response:** While a majority of students rated the work done by the university as "Fair

(52.5%)”, 26.9% considered the work of their university “Insufficient” or “Very Insufficient”, as compared to 20.7% of students who rated “Sufficient” or “Very Sufficient”. Students were of the view that some of the training and activities were not appealing to students which resulted in lukewarm responses and they emphasised the importance of using the appropriate media for the message of anti-sexual harassment.

- **Training for students and staff are insufficient:** The training arrangement of most universities is far from ideal. Not a single participating university requires students to attend at least one training session on sexual harassment prevention during their university study. Both university representatives and student interviewees believed that compulsory training would not be welcomed by students, while knowing that few would enrol in voluntary training. Also, only two out of nine universities said they have some compulsory training requirement for staff.
- **Complaint and reporting mechanism:** All nine universities have established a centralised complaint mechanism for sexual harassment. Yet, two universities responded that their personnel for handling complaints had not received any formal training on the matter of sexual harassment. Some university representatives shared that the division of labour among departments on handling complaints were not entirely clear.
- **Sexuality education:** Most representatives shared the view that sexuality education in Hong Kong is far from sufficient and university students do not understand the concept of sexual harassment and sexual consent.

Conclusions

35. Below are some key issues identified which requires substantial changes and improvement, in order to create a safe and harassment free environment for all university students in Hong Kong:

- a. **High prevalence of campus sexual harassment:** This Study found that near one-fourth of students (23.0%, 3,329) were sexually harassed within 12 months before the survey. Analysed by the setting of sexual harassment incidents, 15.6% of students (2,259) reported that they were sexually harassed on campus; 11.5% (1,662) said they were sexually harassed online; while 3.8% (545) said they were sexually harassed by university students or

staff off campus. Structural and systematic changes are needed to address such a high prevalence of sexual harassment at university.

- b. Female students and minorities are more prone to sexual harassment:** As much as 27.0% (2,083) of female students were sexually harassed, that is nine percentage points higher than male students. Students who were non-binary, persons of LGBTI, or persons with disabilities were also more likely to have been sexually harassed.
- c. It is not uncommon for male students to be sexually harassed:** Up to 18.4% (1,234) of male students were sexually harassed, a percentage that is higher than what people would have expected. A couple of male students in the in-depth interviews also shared the experience of being sexually harassed, such as being touched inappropriately or having someone made sexually suggestive jokes to them.
- d. Underreporting of sexual harassment at university:** This Study found that only 2.5% of students who were sexual harassed said they had lodged a complaint with the university. While the causes behind are complex, reasons such as “unaware of the complaint channels” or “in fear of retaliation by perpetrators” are cited by students that could be and should be duly addressed by university.
- e. The lack of an overall picture of campus sexual harassment makes it difficult for universities to form a holistic action plan:** The number of complaints received by each university is so small that the universities are not able to form an overall picture of the seriousness and nature of sexual harassment on their campus simply by relying on the complaint figures. Without the overall picture, it is not possible for individual universities to know the priorities and find the right response to the problems, let alone mapping out a holistic strategic action plan to eliminate sexual harassment step by step. It is also difficult for the individual universities to keep track of the awareness and prevalence of sexual harassment on their campus over the years, and evaluate the effectiveness of their policy and measures from time to time.
- f. Reported cases involving abuse of power are concerning:** While a small proportion, but not negligible numbers, of perpetrators of sexual

harassment were reported to be university staff members, including teaching staff who are supposed to be the protectors rather than perpetrators of the young students. Some of the interviewees had shared experience of staff, student leaders or internship supervisors abusing their position of power to sexually harass students. This phenomenon is concerning as victims of sexual harassment would fall vulnerable to act against or report them.

- g. Social media platforms are the hotbeds for sexual harassment:** Among the 1,662 students who were sexually harassed online, 71.5% and 39.4% said they encountered sexual harassment on social media and online forums or chat rooms respectively.
- h. Student's awareness of sexual harassment has clear room for improvement:** One-fourth of students were getting 50 points or below (in a scale of 0-100) for the SHA Index created by the research team. This Study also found that students' lack of awareness of sexual harassment is one of the underlying causes leading to sexual harassment behaviour on campus. It is also a common reason cited by students for not reporting sexual harassment incident.
- i. Some students held distorted perception towards sex, gender and relationship:** In the in-depth interviews of this Study, many shared that perpetrators of sexual harassment often held views that disrespecting or objectifying women. Some students organised and played games of a sexual nature, in the name of "tradition", during student activities, while some others misinterpreted masculinity and believed that men should engage in conducts of sexual harassment to showcase their "manliness". Such distorted perception indicated that there is a lack of proper sexuality and relationship education.
- j. The reluctance of bystanders to intervene in sexual harassment should be addressed:** Although this Study did not focus on collecting quantitative evidence regarding bystanders' behaviours in the event of sexual harassment, a number of students shared in our in-depth interviews that bystanders were generally unwilling to speak up or intervene when they witnessed sexual harassment at university. Many of them believed it is none of their business. Without engaging the majority of student population

to take ownership on the issue, this could be a major obstacle to eliminating sexual harassment as intervention of bystanders has proven to be an effective way to stop sexual harassment behaviours.

- k. Traditional promotional and training efforts of universities are not working effectively on students:** Despite all the current efforts spent by the universities, more than half of the students (58.6%) were not aware of the anti-sexual harassment policy of their university. Also, more than one-fourth of students (26.9%) said their university's efforts on promoting anti-sexual harassment was "Insufficient" or "Very Insufficient". While students believed that their universities should do more to promote university policy on this area and teach students what sexual harassment and consent are, many shared in the in-depth interviews that the traditional training and promotion do not fit in the learning and social habits of the young generation who are more attached to the online world.
- l. University's top level commitment and staff support on anti-sexual harassment have to be enhanced:** Since most of the participating universities do not require staff to attend compulsory anti-sexual harassment training, it is difficult for university to get staff attending those training even if provided, in particular senior management staff who always have a busy schedule. Without some firm and visible support from the senior management of university on the matter of anti-sexual harassment — which is the case of some universities as found in our focus group discussion — the message of zero-tolerance to sexual harassment is hard to be conveyed to both staff and students. Also, some universities did not have sufficient resources for promoting anti-sexual harassment, and the staff's participation on those events (e.g. training) are also yet to be seen.

Recommendations

36. This Study indicated that the problem of sexual harassment of university students in Hong Kong is too big to be ignored. The seriousness of the issue is also alarming. The personal accounts of sexual harassment disclosed by students illustrated that some of the root causes of the current problem can be traced well before the youngsters start their university study. Some formed a distorted view about women, manhood and relationship as a teenager, which resulted in sexual harassment when they have become a young adult.

37. Therefore, campus sexual harassment cannot be tackled by the universities alone. It is a social problem that requires solutions both on and off the university campus. Urgent and systemic actions and responses are needed from multiple stakeholders — including the Government, primary and secondary schools, management of universities and residential colleges, student leaders and all other students — to combat the problem.

38. A timely response is most needed. Otherwise, sexual harassment will not only continue to exist on university campus, it may even exacerbate and spread to the workplace after students are graduated. This report provides recommendations in four directions:

- **University’s commitment and governance;**
- **Victim-centric reporting mechanism in responding to sexual harassment;**
- **Awareness-raising training for attitude changing; and**
- **Comprehensive sexuality education.**

39. The 17 recommendations made below are based on the findings of this Study, expertise of the EOC, and some best practices adopted by overseas universities:

- **Recommendation 1:** *Universities should consider appointing a top-level managerial staff member, at least at the level of Pro-Vice-Chancellor/Vice-President, to oversee matters related to anti-sexual harassment, gender equality and sexuality education.*
- **Recommendation 2:** *It is recommended that each department and residential hall/college of universities should assign a “Gender Focal Point (GFP)”, who serves as the link between the university management and the department/hall/college, to make sure the university’s policy on gender equality and anti-sexual harassment can be properly implemented at all levels. The GFP also serves as the resource person to provide advice for their colleagues in the same unit on how to handle or refer cases of sexual harassment.*
- **Recommendation 3:** *University may consider introducing an “anonymous online feedback channel” for students and staff to report sexual harassment incident that they experienced or witnessed. The channel is NOT a replacement of*

the formal complaint mechanism, but a tool that allows university to collate data and monitor the scope and scale of sexual harassment on campus.

- **Recommendation 4:** It is recommended that each university should conduct a university-wide anonymous survey (similar to the questionnaire of this Study) every three to five years, preferably funded by the UGC or the Government, to track the latest trend and prevalence of sexual harassment systematically.
- **Recommendation 5:** Universities should publish reports every year regarding the effort they made to eliminate sexual harassment and enhance gender equality, so as to enhance transparency and reaffirm all stakeholders that it has taken the matter seriously.
- **Recommendation 6:** Each university should lay out the division of labour among departments explicitly for handling sexual harassment complaints, so that staff members can find the right office to provide assistance to victims once a report is received to save the victim from being referred from one office to another.
- **Recommendation 7:** Confidentiality and protection against victimisation should be clearly specified in the anti-sexual harassment policy and complaint procedures. University may consider making interim administrative arrangement, when appropriate, by arranging a different academic supervisor if he/she is the respondent of the sexual harassment complaint filed by a student.
- **Recommendation 8:** All staff who have frequent encounters with students (e.g. professors, tutors, departmental staff handling students enquiries or welfare) should receive basic training regarding how to deal with situations like witnessing a sexual harassment incident or a victim seeking assistance from them for being sexually harassed.
- **Recommendation 9:** Compulsory training on prevention of sexual harassment should be provided to all new employees (both teaching and non-teaching staff) as part of the induction programme. Refresher training should be offered every three years to existing staff to ensure that they have a basic understanding of sexual harassment and keep them abreast of the latest development in sexual harassment legal provisions and the related university policies and measures.

- **Recommendation 10:** *Staff who are responsible for implementing the centralised sexual harassment complaint mechanism, in particular, should receive formal and comprehensive training, including sensitisation training of how to communicate with victims of sexual harassment and assault, training of anti-discrimination law, and how to conduct investigation in accordance with the principle of natural justice. Refresher training should also be provided to them regularly.*
- **Recommendation 11:** *It is recommended that the centralised university sexual harassment complaint hotline and counselling services should be widely promoted within the campus.*
- **Recommendation 12:** *A short compulsory training should be offered to all incoming students during the orientation programme. The training should focus on three key components, including the definition of sexual harassment and case scenarios illustrating what sexual harassment is, what to do, and where to seek help when students encountered sexual harassment.*
- **Recommendation 13:** *Universities should specifically develop some in-person and interactive workshops for students to discuss issues related to consent and relationship, as well as the role of bystanders while witnessing a sexual harassment incident. Students who live in residential halls or university accommodations should be required to attend at least one of those workshops.*
- **Recommendation 14:** *It is recommended that education programmes in relation to responsible drinking should be introduced to all students. Discussions on the relationship between sexual consent and alcohol consumption should be highlighted in these programmes, especially for students living in residential halls or university accommodations.*
- **Recommendation 15:** *Universities may consider engaging tools that fit in the learning and social habits of the young generation, such as mobile-friendly online training modules, videos and short films, and social media to effectively deliver the message of anti-sexual harassment to university students.*

- **Recommendation 16:** *University may consider including an element of anti-discrimination of minority students, such as LGBTI students, ethnic minority students, students with disabilities, in its anti-sexual harassment training, and spending more effort on eliminating discrimination and bias towards minority students.*

- **Recommendation 17:** *The Education Bureau (EDB) should thoroughly reform the sexuality education in primary and secondary schools as soon as possible to give more emphasis on gender equality and relationship education, and provide adequate resources and teaching materials to schools and teachers respectively. It is recommended that school sponsoring bodies and Parent-Teacher associations should support and assist reforming sexuality education in schools. ◆*