

## The University's standpoint



The University is firmly committed to creating and maintaining an environment for staff and students which is free from all forms of harassment/discrimination. Hence, the University would not tolerate sexual harassment. The University endeavours to fight against harassment and would discipline the harassers, if necessary.

## What is Sexual Harassment?



Sexual harassment is unwelcome conduct of a sexual nature in which a reasonable person would anticipate that the person being harassed would be offended, humiliated or intimidated. It includes any unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature.

### Examples of Sexual Harassment

- A classmate/colleague sends you a pornographic email, which makes you feel offended.
- Your lecturer uses sexually suggestive cartoons in teaching a subject that is not related to sex, consequently you feel offended.
- Your supervisor asks you questions of a sexual nature, as a result you feel humiliated.
- Your boss offers you a promotion in return for your sexual favours, for that reason you feel humiliated.

There is another definition for sexual harassment:

A sexually harasses B if A engages in a conduct of sexual nature, which creates a sexually hostile or intimidating work environment for B. For example, A posts up pornographic posters in his room that embarrasses his secretary who needs to enter his room frequently.

## What is Not Sexual Harassment?



A conduct that is not unwelcome conduct of a sexual nature is not sexual harassment. Hence, conduct of sexual nature but is welcome, or unwelcome conduct of a non-sexual nature is not sexual harassment.

### Examples of what is Not Sexual Harassment

- Mutual flirtation between two students.
- Hugs or kisses which are not unwelcome between friends.

## Legal Liability



The Sex Discrimination Ordinance provides that sexual harassment in the education field is unlawful. Therefore, committing sexual harassment will incur legal liability on the harasser.

## How to Deal with Sexual Harassment?



### Say "No"

Tell the harasser that the behaviour is unwelcome and must be stopped immediately. Don't ignore the behaviour as it might be taken as tacit consent.

### Keep a record

Write down the details of the events, including the dates, times, location and witnesses, as well as your reactions and feelings.

### Seek advice

Consult your supervisor, head of department, Equal Opportunity Adviser, student counsellor, hall warden, the Equal Opportunity Unit or any other supervisory personnel with whom you feel comfortable. This person will support you and may act as a mediator between you and the respondent.

### Complaint

If mediation and other informal measures could not resolve your problem, you can formally lodge a written complaint with the President and Vice-Chancellor. The latter will refer the complaint to the Equal Opportunity Officer who will then follow the relevant procedures to investigate the case.

## COUNSELLING AND SUPPORT SERVICES ON CAMPUS



### Counselling and support for students

Counsellors at the Personal Development and Counselling Centre, Tel: 3917 8388.

### Employee Assistance Programme

Under the Employee Assistance Programme (EAP) for full-time staff members, staff can call the 24-hour hotline of the Professional Personal Counselling and Consultation (PPCC) service for assistance: 2721 3939

### For enquiries and lodging a complaint

Please contact the Equal Opportunity Unit, Tel: 3917 5115.

E-mail address: eounit@hku.hk

Address, Room 107, Main Building, The University of Hong Kong  
Enquiries relating to other equal opportunity issues are welcome as well.

## ENQUIRIES OUTSIDE CAMPUS



Enquiries and complaints can also be directed to the Hong Kong Equal Opportunities Commission, Tel: 2511 8211.

## MORE INFORMATION



The University's policy on equal opportunity and procedures for handling discrimination/ harassment complaints can be viewed at the website of the Equal Opportunity Unit: [www.eounit.hku.hk](http://www.eounit.hku.hk)

# Handling Sexual Harassment 處理性騷擾

A Guide for Staff and Students  
教職員及學生指引



EQUAL OPPORTUNITY UNIT  
THE UNIVERSITY OF HONG KONG  
香港大學  
平等機會事務處

## 大學立場



香港大學堅決為校內職員和學生創造及維持一個沒有任何形式的騷擾或歧視的環境。因此，大學不會容忍性騷擾。校方致力打擊騷擾行為並會在需要時紀律處分騷擾者。

## 何為性騷擾？



性騷擾的定義是涉及性而不受歡迎的行徑，而一個合理的人會預期該名被性騷擾者會感到冒犯、受辱或恐嚇。其中包括不歡迎的性挑逗，不歡迎的性要求，及其他不歡迎而帶有性含義的說話及行為。

### 性騷擾例子

- 一位同學/同事傳閱一封色情電郵給你，而令你感到冒犯。
- 你的講師利用一些帶有性意識的漫畫來教授一個與性無關的學科，而令你感到冒犯。
- 你的上司向你提出性問題，而令你感到受辱。
- 你的上司表示若果你願意在性方面提供好處，他/她可以擢升你。這令你感到受辱。

性騷擾的另一個定義是：當甲對乙製造一個在性方面有敵意或具威嚇性的工作環境，這也構成性騷擾。

舉例：甲在辦公室內四處張貼色情海報，經常出入其中的秘書因而感到尷尬。

## 什麼不是性騷擾？



假如一個行徑不涉及性，或者並非不受欢迎，這便不是性騷擾了。故此，一個受歡迎而涉及性的行徑，或者一個既不受歡迎又不涉及性的行徑，都並非性騷擾。

### 非性騷擾的例子

- 兩位學生之間互相調情。
- 朋友之間並非不歡迎的擁抱或親吻。

## 法律責任



在【性別歧視條例】下，在教育範疇內的性騷擾是違法行為。因此，性騷擾者需要負上法律責任。

## 如何應付性騷擾？



### 說「不」

告知騷擾者有關行為不受欢迎，必須馬上停止。切勿不理會有關行為，因為這可能被視為默許。

### 把事情記錄下來

把事件詳情記下，包括日期、時間、地點、証人，以及你的反應和感受。

### 尋求指導和協助

你可以諮詢主管、系主任、學系/部門的平等機會顧問、學生輔導員、舍監、平等機會事務處，或你信賴的管理人員。他們能協助你，或可做你和答辯人之間的調停人。

### 作出投訴

若果你的問題不能透過調解或其他方法解決，你可以寫信給校長作出正式投訴。校長會將有關投訴轉介給平等機會主任，再根據校內的既定程序處理。

## 校內輔導及支援服務



### 學生輔導及支援

學生輔導處輔導員，電話：3917 8388

### 僱員支援計劃

香港大學為所有全職的大學僱員提供僱員支援計劃。教職員如有任何輔導需要，可以致電「個人諮詢及輔導服務」的24小時服務熱線電話：2721 3939

### 查詢及投訴

請聯絡平等機會事務處，電話：3917 5115

電郵：eounit@hku.hk

地址：香港大學本部大樓107室

亦歡迎查詢任何其他有關平等機會的問題

## 校外查詢



你亦可以向香港平等機會委員會查詢及投訴性騷擾事件，電話：2511 8211

## 更多資料



請到平等機會事務處之網頁([www.eounit.hku.hk](http://www.eounit.hku.hk))，瀏覽本校平等機會政策及處理歧視/騷擾投訴之程序。

