

Disability Discrimination Ordinance Code of Practice on Education

- Issued by the Equal Opportunities Commission
- Applicable to HKU staff and students
- Provide guidelines on eliminating disability discrimination/harassment in educational establishments

BASIC GUIDELINES



- Respect persons with a disability as others
- Do not make assumptions about the abilities and needs of persons with a disability
- Discuss directly with the persons with disabilities regarding their needs

STUDENT ADMISSION



1. Admission information available in accessible formats to cater for different needs
2. Use consistent selection criteria:
 - Reasonable and relevant to the purpose of selection
 - Make no assumptions about the students' abilities
 - Involve no indirect discrimination
3. Inform applicants of the availability of reasonable accommodation
4. Train staff on disability and discrimination

CURRICULUM



- Ensure that students with a disability have access to the same subjects, teachers and classrooms as other students
- Provide reasonable accommodation to students with a disability who have difficulties in following the curriculum

ASSESSMENT



- Ensure that assessment methods do not discriminate against students with a disability
 - Provide reasonable accommodation
- E.g. allow longer examination time for students with writing difficulties

REQUEST FOR INFORMATION ON STUDENTS' DISABILITIES



- Purpose is to provide reasonable accommodation
- Seek information only when necessary and keep it confidential

ACCESSIBILITY



- Arrange accessible venues for classes or examinations for students with a disability
- Provide an accessible environment to persons with a disability unless there is unjustifiable hardship
- Websites should be accessible to persons with a disability especially those with visual impairment

GENERAL LIABILITY



- Discriminators would be held legally liable
- The University may also be held liable, unless it can show that it has taken all reasonably practicable precautions

ENQUIRIES



Enquiries can be directed to the Equal Opportunity Unit,
Tel: 3917 5115

Email address: eounit@hku.hk

Address: Room 107, Main Building, The University of Hong Kong

Website: www.eounit.hku.hk

Enquiries relating to other equal opportunity issues including sexual harassment are welcome as well.

(The full-version of the Code is available at
<http://www.eoc.org.hk>.)

Disability Discrimination Ordinance

Code of Practice on Education

殘疾歧視條例 教育實務守則



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

殘疾歧視條例 教育實務守則

- 由平等機會委員會擬備
- 適用於香港大學職員及學生
- 提供指引予教育機構以消除殘疾歧視及騷擾

基本指引



- 尊重殘疾人士如尊重其他人士一樣
- 不應對殘疾人士的能力和需要妄作假設
- 直接與殘疾人士討論其需要

招生



1. 課程資料及申請表格應以多種形式提供以方便有需要人士
2. 制定劃一的甄選準則：
 - 準則是合理的，而且與甄選的目的相關
 - 不應假設殘疾人士的能力
 - 確保準則沒有間接殘疾歧視
3. 通知申請人校方可提供合理遷就
4. 職員應接受有關殘疾及歧視法例的訓練

課程



- 確保有殘疾的學生與其他學生一樣，可以學習同樣的課程，接觸同樣的老師，及使用同樣的上課地點
- 為參與課程時出現困難的殘疾學生作出合理遷就

評該



- 確保評該學生的方法不會歧視有殘疾的學生
- 提供合理遷就

例如：給予有書寫困難的學生較多的考試時間

索取學生的殘疾資料



- 目的是為向學生提供合理遷就
- 有需要時才收集有關資料，且將資料絕對保密

無障礙的通道/網頁



- 安排暢通無阻的場地供殘疾學生上課及考試
- 除非有不合情理困難，否則教育機構有責任向殘疾人士提供一個進出無阻的環境
- 網站應該可供殘疾人士，尤其是視障人士瀏覽

一般責任



- 歧視者需要為其歧視行為負上法律責任
- 大學亦可能要為其僱員的歧視行為負責，除非大學能顯示已採取一切合理可行措施

查詢



請聯絡平等機會事務處，電話：39175115

電郵：eounit@hku.hk

地址：香港大學本部大樓107室

網址：www.eounit.hku.hk

亦歡迎任何有關平等機會的問題包括性騷擾問題的查詢。

(教育實務守則的全文可以從<http://eoc.org.hk>下載。)

