

香港中文大學防止性騷擾政策

大學致力消除及防止性騷擾，絕不容許教職員或學生作出任何性騷擾行為。性騷擾對教職員的工作及學生的學習環境帶來不利影響，亦導致兩性不平等現象的發生。大學防止性騷擾的政策及程序列明處理性騷擾的指控或投訴的途徑，及一旦發生性騷擾時，應採取的適當補救措施。詳情請閱覽網頁：
<http://policy-harass.cuhk.edu.hk>

甚麼是性騷擾？

性騷擾是不受歡迎的性要求、試圖在性方面得到好處、或其他涉及性的行徑。而一個合理的人會預期該名被騷擾者會感到受冒犯、侮辱或威嚇。任何不歡迎的涉及性的言語、行動或身體接觸都可以構成性騷擾。而一個在性方面令人感到冒犯、敵意或具威嚇的環境，亦可以構成性騷擾。所謂「在性方面具敵意的環境」就是當環境中某些行為、言語或圖片令他人覺得在性方面受威脅或騷擾。



The CUHK Policy Against Sexual Harassment

The University is committed to eliminating and preventing sexual harassment and will not condone any act of sexual harassment committed by its staff members or students. Sexual harassment adversely affects the work of staff members and the learning environment of students, and reinforces gender inequality. The University's policy and procedure against sexual harassment sets out the mechanism for dealing with allegations or complaints of sexual harassment and for providing proper redress if and when harassment occurs. For details, please visit the website: <http://policy-harass.cuhk.edu.hk>

What is Sexual Harassment?

Sexual harassment is an unwelcome sexual advance or an unwelcome request for sexual favours or other unwelcome conduct of a sexual nature in which a reasonable person would anticipate that the person being harassed would be offended, humiliated or intimidated. Any sex-related language, action or physical contact that is unwelcome may constitute sexual harassment. An intimidating, hostile or offensive working or learning environment will also constitute sexual harassment. Sexually hostile environment is a kind of sexual harassment that takes place in the form of an environment where there are actions, language or pictures that make a person feel sexually threatened or harassed.



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policy-harass.cuhk.edu.hk



香港中文大學
The Chinese University of Hong Kong



防止性騷擾委員會
Committee Against Sexual Harassment

常見性騷擾形式

性騷擾可以是：

- 身體接觸
- 不懷好意的目光或注視
- 敵意的環境
- 一事件或重覆的事件
- 言語接觸
- 一些姿勢
- 有意的或無意的

對性騷擾的誤解



1. 性騷擾只在女性身上發生。

No 性騷擾可以在任何人身上發生，而且不一定發生在異性之間，同性之間的性騷擾亦常有發生。

2. 不去理會性騷擾，它便會不了了之。

No 忽視性騷擾不但不能令它消失，反而令情況更壞，因為騷擾者可能誤以為你的「不反應」，便是認同此行為的反應。

3. 性騷擾只是一場玩笑，是無傷大雅的。

No 性騷擾會使人蒙羞和感到被貶低的。可能對受害人的心理或情緒構成重大影響，亦會對其工作或學習環境帶來不利的影響。



Common Forms of Sexual Harassment

Sexual harassment can be:

- physical
- verbal
- leering or staring
- gestures
- hostile environment
- intentional or unintentional
- one incident or repeated incidents



Myths about Sexual Harassment

1. Sexual harassment only happens to women.

No Sexual harassment can happen to anyone. It may occur not only between persons of the opposite sex but also of same sex.

2. Ignoring sexual harassment will make it go away.

No Ignoring sexual harassment does not make it go away, but may make it worse because the harasser may misinterpret no response as approval of the behaviour.

3. Sexual harassment is a joke and harmless.

No Sexual harassment is humiliating and degrading. It may have a detrimental effect on the victim psychologically or mentally. It may also adversely affect the work of the University staff members and the learning environment of its students.



預防及處理性騷擾

GENDER EQUALITY

性別平等

互相尊重

MUTUAL RESPECT

Preventing & Handling Sexual Harassment



個案
case
1

帶有性方面影射的評論 Comments with sexual innuendoes

一些同學以黃色笑話為話題，更把女性的身材作為笑柄，令其他在場的同學感到不安和侮辱。

A few students tell sex-related jokes and make disparaging remarks about the female body, in the presence of other classmates. The classmates find it highly offensive.

😍 X..zy..#

阿Sir，去睇戲啊... 😍
Sir, let's go to a movie...

今晚食飯先慢慢傾啦!
Let's talk about it
over dinner tonight!

個案
case

性方面的提議，或是給予對方壓力來達到性的要求 Sexual propositions or other pressure for sex

學生請教其指導教授有關碩士論文的問題時，教授竟忽然要求約會，同時暗示若拒絕他，後果自負。

A student is discussing her Master's thesis with her supervisor. He suddenly asks her for a date. When she declines, he hints that she may regret it if she does not comply.

個案
case

展示使人反感或色情的資料如照片、海報或文字 Displays of offensive or pornographic materials such as photos, posters or texts

😄 x..Z..yx..

個案
case

不受歡迎的邀請 Unwanted invitations

女同學很喜歡黃教授，並經常嘗試約會他，但教授每一次都拒絕同學的約會，並對同學的行為感到討厭和不安。

A female student is very fond of Professor Wong. She attempts to make a date with him, despite being told "No" each time. Professor Wong feels annoyed and offended.

個案
case

不受歡迎的性要求 Unwelcome requests for sex

在辦公室內，主任向同事提出性的要求，以換取升職機會。

A boss tells her colleague that the only way he can get a promotion is to go to bed with her.

個案
case

猥褻姿勢或不恰當的觸摸 Obscene gestures or inappropriate touching

教師授課時，用帶有性含義的笑話教授與性無關的課題，使在場學生感到十分不快及尷尬。

A teacher uses sexually suggestive jokes in teaching a subject not related to sex that makes the students in his class upset and embarrassed.

個案
case

涉及性的言論或笑話 Sexual comments or jokes

😄 x..Z..yx..

個案
case

使人反感的涉及性的通訊資料 (信件、電話、傳真、電郵等)

Offensive communications of a sexual nature (letters, phone calls, faxes, e-mail messages, etc.)

同學在網上下載了一些不雅照片，並把該些照片轉載給其他同學。

A student downloads some pornographic photos from the internet and forwards them to his classmates.

個案
case

不受歡迎的身體接觸 Unwelcome physical contact

醫護人員(任何性別)為職員/學生作身體檢查時，在沒有知會的情況下，觸摸職員/學生的性器官，令他/她既憤怒又不知所措。以上的醫護檢查即使發生在專業的環境，也應先取得病人同意。

During a routine check-up, a medical staff member (of either gender) touches a staff/student's genitals without telling him/her beforehand. He/She feels angry and helpless. Consent is required even in professional situations such as medical check-ups.

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