

中大 | CUHK | 通訊 NEWSLETTER

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#518

2

從 **#MeToo** 到 **#Respect**
From to

4

浮光劍影

從電影交流透視港日關係
Swordsmen of the Screen
Cinematic Exchanges between
Hong Kong and Japan

7

丁公的兩座山
Seeing Through
Ting Yin-yung's Mountains

趕校巴的日子
Busy Busing

8

李繼業的安全網
Ralph Lee's Safety Nets





過 去大半年，「性騷擾」成了一個全球聚焦的議題。

10月，《紐約時報》和《紐約客》披露美國製片人韋恩斯坦過去三十年來涉及多宗性騷擾和性侵。隨後，演員米蘭諾鼓勵曾被性騷擾或侵犯的女性以「#MeToo」在推特表態。美國奧運體操金牌得主馬羅妮加入，指控前體操隊醫納薩爾自她十三歲起開始性侵犯她。一百五十六名女性在法庭上公開作證，本年1月，納薩爾被判監禁一百七十五年。

截至12月初，在網上社交平台發表的#MeToo已超過三百萬條，來自八十多個國家。同月，《時代》雜誌公布年度風雲人物為「打破沉默者」一六十一位挺身而出對抗性騷擾或性侵害的人士，涵蓋不同性別、性傾向和不同種族。

十八名響應#MeToo運動的女士指控瑞典學院一名院士之夫阿爾諾。醜聞纏繞之下，學院於5月4日宣布今年取消頒發諾貝爾文學獎。

越洋巨浪泛起漣漪

去年11月，香港跨欄選手呂麗瑤響應#MeToo，在臉書發文〈我被我的前教練性侵犯〉，得到四萬七千多個回應，不少人讚賞她勇敢，特首主動承諾政府會嚴肅處理，涉事教練日前已提堂。但她此舉並未在本地引發類似在歐美的浪潮。

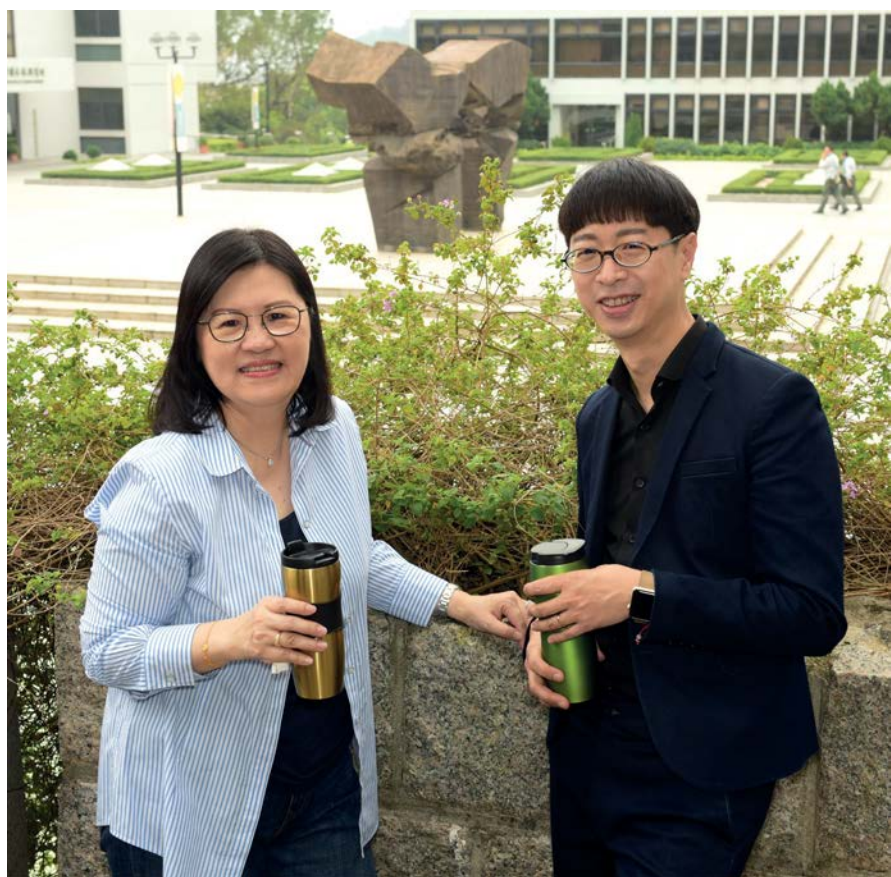
中大防止性騷擾委員會（下稱委員會）教育及培訓工作小組成員馮應謙教授說：「反性騷擾的覺醒需要長久的醞釀。香港以華人為主，兩性觀念還是傾向保守甚或落伍。一般認為女性被輕薄並不光彩，最好秘而不宣，受害人感受的壓力可能倍於西方社會。」

馮教授補充，防止性騷擾強調的是認識和履行自己應有的權限，「權利並非任意罔為的免死金牌或侵犯別人的通行證。社會上每人在性、私隱、精神和實質的空間，都應享有不受他人侵佔的自主權。」

講解運動宗旨和大學防止性騷擾的政策。年內將籌辦多場講座、電影欣賞及戲劇表演等，還將在圖書館、文化廣場和各書院陳列主題展板。

納薩爾案多名證人曾向美國體操協會投訴，卻得不到預期的同情與支援，甚至換來冷嘲熱諷。除了息事寧人的心態外，員工未能識別事態和不諳處理步驟也是主因。李教授說：「在大學裏，部門主管、系主任、院長等往往是受害人求助的第一站，他們的反應和處理手法甚為關鍵。委員會將在年底推出改良版的網上培訓課程，希望所有擔當管理角色的教職員都能參與，增進有關的認知和掌握。相信大家為了建造和諧校園，都不會介意在百忙中抽出一點時間。」

李教授說，界定性騷擾最重要的元素是一個合理的人如何評價某場合的某行為是否過火。馮教授提到要視乎情境特徵，「在模糊地帶，必須靠溝通建立共識。不單在同學、朋友、師生、上司與下屬之間，即使夫妻、男女朋友之間都需要。溝通是雙向表達和了解意願，無視社會階級、職位、勢力的差別，換言之，是平等和尊重的體現。」



Prof. Diana Lee (left) and Prof. Anthony Fung (right)

從尊重出發

委員會主席李子芬教授比喻：「假使個人空間是個圈子，怎樣劃定是個人權利。它與他人的圈子或有重疊之處，除此之外便是非請勿進的界限。每個人對這些界限要有清晰的意識，而且要絕對尊重。強行逾越，認為自己的權利凌駕對方而放縱一己之欲，罔顧他人意願而把任何行為加諸他人身上時，就抵觸了尊重，更構成騷擾與侵犯。」

委員會在今年3月21日啓動為期一年的「從尊重出發」運動，希望藉此提升大學成員對互相尊重和防止性騷擾的意識，攜手建立一個性別平等、沒有性騷擾的校園環境。正如校長段崇智教授在啓動禮上說：「中大是一個擁抱多元文化的校園，而多元文化是建基於互相尊重，平等相處。」主席由5月開始探訪各學院院務處、書院聚會和專業及行政服務部門，

覺醒與釋懷

#MeToo喚醒了一些人對疑似性騷擾的經驗的警覺，去年9月至今，委員會接到查詢的數量比前一年同期高了百分之五十，調查和調停個案增幅亦同。李教授說：「事發之時，受害人因年輕或種種原因，不懂應對，但事件造成的精神創痛可以縈繞多時。如能適當處理，未嘗不是給當事人一個交代或說法，讓她或他可以放下心結，向前邁步人生。」

#MeToo波濤洶湧，但也不是所向披靡。有將之比作煽動群眾情緒的獵巫行動，未審先判的單方面指控。也有論者認為#MeToo某程度上是認定法律系統無效，故繞道而行，甚至取代了法律。本年1月，一百名法國女士聯署譴責#MeToo為過火的「清教徒主義」行為，妨礙求愛調情的性自由。本地更有人貶斥呂麗瑤不過是崇洋學舌。

馮教授說：「反性騷擾和性侵犯態度正確，但有模糊地帶。法律或有其不足之處，但是訴諸社交媒體不是唯一的解決方法。我們無需急於評論#MeToo的功過，不過無可否認這運動起了賦權作用，令受害人看到希望。儘管侵犯者位高權重，但是受害人並不卑微，你們的聲音仍是有力量的。」

期望有一天，會有人在社交媒體上分享互相尊重的故事，瘋傳「#Respect」。



Over the past months, 'sexual harassment' has captured the attention of people worldwide.

Last October, *The New York Times* and *The New Yorker* disclosed the alleged serial sexual harassment and assault cases perpetrated by **Harvey Weinstein**, American film producer, over the past 30 years. Later, actress **Alyssa Milano** urged women who were sexually harassed or assaulted to use #MeToo on Twitter to share their experiences. The American Olympics gold medal gymnast **McKayla Maroney** then openly accused the national team doctor **Larry Nassar** of sexually molesting her since she was 13. One hundred and fifty-six women testified against Nassar, and in January, he was handed a jail sentence of 175 years.

As of early December 2017, over three million #MeToo posts from more than 80 countries were found on social media platforms. Later that month, the *Time* magazine named the 'Silence Breakers' as 'Person of the Year', paying tribute to 61 persons of different genders, sexual orientations and ethnicities who stood up against sexual harassment or assault.

Recently, 18 women accused **Jean-Claude Arnault**, whose wife is a Swedish Academy member, of sexually assaulting them, leading to the Academy's announcement on 4 May that the Nobel Prize for Literature would be withheld this year.

Ripples in Hong Kong

Last November, Hong Kong hurdler **Vera Lui** posted on Facebook the allegation that she had been sexually assaulted by her former coach. She got 47,000 responses and won the support of many. The Chief Executive pledged that the government would take the matter seriously, and the coach was arraigned subsequently. However, her revelation has not detonated a bomb as big as that in the West.

Prof. **Anthony Fung**, a member of the Education and Training Unit of the Committee Against Sexual Harassment (CASH) of CUHK, said, 'The awareness against sexual harassment takes a long time to nurture. Hong Kong is a predominantly Chinese society where gender concepts are conservative or even out-of-date. There is still much secrecy surrounding sexual assaults against women. For that reason, the victims may be under greater pressure than those in the West.'

Professor Fung added that sexual harassment prevention stresses the awareness and proper execution of one's rights. 'Rights don't give us the license to offend. Everyone should enjoy autonomy on sex, privacy, and personal as well as actual space.'

Starting from Respect

The Chairperson of CASH, Prof. **Diana Lee**, said, 'If one's personal space is a circle, then how to draw that circle is one's right. One's circle may overlap with others', but what's outside of the overlapping area should be off-limits. People should have a clear idea of where these boundaries lie, and should respect other people's boundaries. To forcibly cross these boundaries means giving free rein to one's desires

and imposing one's will over another's, which is a breach of respect and may lead to harassment and assault.'

The year-long Respect Awareness Campaign, launched on 21 March to raise the University community's awareness of the importance of mutual respect and anti-sexual harassment, is based on the concept of a gender-equal and harassment-free campus. As Vice-Chancellor Prof. **Rocky S. Tuan** said at the kick-off ceremony, 'CUHK embraces diversity, and diversity must be built on mutual respect and equality.' Starting from May, Professor Lee will start visiting the Faculty offices, College assemblies, and professional and administrative services units to explain the objectives of the campaign and the University's policies on anti-sexual harassment. In the months to come, the Committee will



organize a series of seminars, film screenings, and drama performances on respect and anti-harassment, in addition to panel displays in the Cultural Square, libraries, and Colleges.

After Nassar's victims lodged their complaints with the USA Gymnastics (USAG), what they received at first was not sympathy and assistance but cynicism and ridicule. Besides not wanting to get into troubles, the USAG staff might not have the knowledge of the seriousness of the matter or how to deal with it. Professor Lee said, 'At a university, the department and unit heads and the deans are the first persons most victims turn to for help, and how they respond is crucial. The Committee will launch a revised online training course. I hope all staff with supervisory duties will enrol in the course. I am sure that, for the sake of a harmonious campus, they won't mind taking the time to complete the course.'

Professor Lee said the rule of thumb for defining sexual harassment is whether a reasonable person would find the act in question unacceptable under the circumstances. Professor Fung remarked that contextuality counts. 'Where there are grey areas, there should be communication. Classmates need to communicate, and so do friends, teachers and students, supervisors and subordinates, and even spouses and people in love. Most importantly, communication is two-way and should not be discouraged by differences in social class, position, and power. In other words, communication is a sign of equality and respect,' said Professor Fung.

Wake-up Calls for Some

#MeToo has awakened in some the long-buried memories of what might pass for sexual harassment. Since last September, the number of enquiries received by CASH has increased by 50%, compared with that in the same period of the previous year. So has the number of cases for investigation and conciliation. Professor Lee said, 'At the material times, the victim, either because of age or other reasons, might not know how to react. But the mental trauma could linger on. If it can be handled well, the victim may be able to drive away the demons, put it all behind and move on with his/her life.'

#MeToo has gone viral, but not without contrary opinions. Some consider it a witch hunt that preys on the emotions of the public, while some call it a type of swift justice, asking why it can bypass or even supersede the law. In January, 100 French women issued an open letter condemning #MeToo as a puritanical overreach that stands in the way of sexual freedom. And some in Hong Kong accuse Vera Lui of being a copycat of the movement.

Professor Fung said, 'It is right to detest sexual harassment and assault, but there are grey areas. While the law may not be adequate, resorting to social media is not the only way to solve the problem. We don't have to rush to a conclusion on #MeToo, but undeniably this movement has empowered the victims and given them hope. The perpetrators may be people in power, but their victims are not necessarily powerless. Their voices still count.'

It will be nice to see that someday, what goes viral on our social media is '#Respect' with stories on mutual respect. 📷



勾肩搭背可以是友誼的表現，但如果不喜歡，就應該即時明示，不要因朋輩壓力而啞忍。

Putting an arm on another's shoulder could be a sign of friendship, but if the other person finds the act repulsive, he/she should speak up in spite of peer pressure.