

Sex Discrimination Ordinance  
(Extract from Memo from the Committee Against Sexual Harassment of CUHK  
on 16 October 2008)

**Amendment to the Sex Discrimination Ordinance**

Please be informed that the Government has made an amendment of the Sex Discrimination Ordinance (SDO) to extend the provision on “hostile or intimidating environment” to the field of education which came into effect on October 3, 2008. The amended legal definition of sexual harassment in relation to a hostile or intimidating environment (Section 2(5)(b) of the SDO) is:

- (b) “the person, alone or together with other persons, engages in conduct of a sexual nature which creates a hostile or intimidating environment for her.”
- (b) “如自行或聯同其他人作出涉及性的行徑，而該行徑造成對該名女性屬有敵意或具威嚇性的環境，  
該人即屬對該女性作出性騷擾。”

That means, a sexually hostile or intimidating environment is unlawful not only in the field of employment but also in the field of education. Please also note that the Ordinance covers sexual harassment of both men and women, and the definition shall have effect regarding sexual harassment of men with such modifications as are necessary (Section 2(8) of the SDO). Regarding the amendment, an update has been made to paragraph 4(b) of the section on “Legal Definition of Sexual Harassment” of the University’s Policy Against Sexual Harassment (the “Policy”) accordingly.

Please bring this to the attention of your staff members and students. The updated Policy is obtainable from the website at [www.cuhk.edu.hk/policy/harass](http://www.cuhk.edu.hk/policy/harass).