

Committee Against Sexual Harassment E-newsletter (Issue 11)

Dear Colleagues and Students,

We are pleased to furnish you with the latest information on the activities relating to the prevention of sexual harassment:

- ★ Revised Policy Against Sexual Harassment
 - ★ Sexually Hostile or Intimidating Environment
 - ★ Dinner Talk on “Her Story” 2014
 - ★ In-house Seminar on “Conducting Investigation of Sexual Harassment Complaints”
 - ★ Funding Support for Staff and Student Organizations to Promote Awareness of Sexual Harassment
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Revised Policy Against Sexual Harassment

The Policy Against Sexual Harassment has been revised in December 2013. The revised Policy having incorporated a number of major revisions relating to conciliation, investigation and appeal sets out the mechanism for dealing with allegations or complaints against sexual harassment and for providing redress if and when harassment occurs.

For details, please visit the website:

<http://policy-harass.cuhk.edu.hk/images/download-center/Policy.pdf>

Sexually Hostile or Intimidating Environment

Please note that the Sex Discrimination Ordinance has extended the provision on "hostile or intimidating environment" to the field of education since October 2008. The sexually hostile environment concept also applies to educational settings, meaning that conduct of a sexual nature which creates a hostile or intimidating environment is unlawful.

A sexually hostile or intimidating environment refers to any unwelcome conduct of a sexual nature that interferes with the performance or affects the enjoyment of students in their learning environment. The behavior does not need to be directly or consciously targeted at an individual student. Examples of this form of sexual harassment include but not limited to the display of explicit or pornographic materials such as photos, posters or texts, sexual banter, crude conversation, and sexually offensive jokes or activities.

The following are some scenarios of creating a hostile or intimidating environment on campus:

- In an activity, a group of students display sexually obscene photos, posters or banners.
- A group of students in the classroom/hostel rate female students there. As a result, some of the female students feel offended.
- In the staff room where there are both female and male colleagues, some colleagues like to exchange obscene jokes with each other in the presence of other colleagues of the opposite sex.

Dinner Talk on “Her Story” 2014

The Committee Against Sexual Harassment will organize a dinner talk on “Her Story” on 7 April (Monday) in the Dining Hall, Morningside College, featuring a drama performance by a youth theatre “Her Story” to explore the relationship and romance between two sexes, with Ms. Linda Wong, Chief Executive of the RainLily, as the speaker to share her views on gender equality with students. All students are welcome. For more details, please refer to the [poster](#).

In-house Seminar on “Conducting Investigation of Sexual Harassment Complaints”

An In-house seminar was held on 18 December 2013 to provide members of the Committee Against Sexual Harassment with an update on the review of the Policy Against Sexual Harassment and complaints of sexual harassment handled.

To further enhance members’ skills in investigation, a senior training officer from the Equal Opportunities Commission was invited to be our guest speaker to share with the members her expertise in handling sexual harassment complaints. Case studies and role play were used to facilitate the discussion.

Highlights: <http://policy-harass.cuhk.edu.hk/en-GB/education-and-training/news-and-events/events/2013/icalrepeat.detail/2013/12/18/745/-/in-house-seminar-on-conducting-investigation-of-sexual-harassment-complaints>

Funding Support for Staff and Student Organizations to Promote Awareness of Sexual Harassment

The Sponsorship Program is now open for application, aiming to encourage staff and student organizations on campus to carry out activities that promote understanding of issues in relation to the prevention of sexual harassment and gender equality. Applications will be accepted throughout the year.

Since the launch in September 2008, the Committee has funded over 40 organizations with the maximum amount of \$5,000 for individual projects. The activities included movie nights, games days, sports competitions, orientation talks and quiz games on the theme of preventing sexual harassment in order to enhance the participants’ awareness of sexual harassment problems.

Interested organizations can contact the office of the Secretary of the Committee Against Sexual Harassment at 3943 1721 or visit our website at <http://policy-harass.cuhk.edu.hk>.
