

一切從平等互重開始 Gender Equality and Mutual Respect

香港的《性別歧視條例》在1996年生效，此前一年，中大率大專院校之先，制訂防止性騷擾政策，列明處理性騷擾的指控或投訴途徑，並成立防止性騷擾委員會（下稱「委員會」），在校園促進性別平等、互相尊重的意識。

為了解大學成員對政策的認識程度，對性騷擾、性別平等、平權等課題的看法，以及如何應對校園性騷擾，委員會去年進行了校園性騷擾網上問卷調查，以大學全體員工和學生為對象。調查收到二千九百份有效回應，當中36.8%是男性，63.2%是女性。

委員會主席李子芬教授（右圖）指出：「分析調查結果後，我們總結出幾個值得注意的現象，作為日後工作方向的參考，以完善政策和宣傳教育等活動。」

男女認知大不同

問卷要求受訪者表達對三個有關性別平等的陳述句的意見。整體上，受訪者傾向贊同性別平等的觀點。最不贊同的說法依次為「就算入息相同，男女出外消費應由男性負責付錢」，「女性比男性更應避免婚前性行為」，「女性講粗言穢語比男性更討厭」。

分析所得，男士顯然更受諸如「男強女弱」等性別角色典型影響。李教授說：「這些典型必須淡化，因為這類標籤否定性別表現的多樣性，會令男性及女性遭受壓力，阻礙個人發展。」

李教授強調，兩性各有長處，尊重與生俱來的分別，順應分工，發揮最大效能是好的，但不應純因性別而判斷個人能力，或者設定牢不可破的框框：如粗活定由男士幹，細心唯女性獨有。

問卷列出七項行為，例如不受歡迎的身體接觸、約會要求、帶性含意的眼神、姿勢和各種訊息，詢問受訪者是否認同該等行為足以構成性騷擾。結果顯示男性的尺度比女性寬鬆。

問卷陳述七個有關性騷擾的謬見，詢問受訪者是否贊同。受訪者偏向不贊同，但從統計學角度看，七項回應數字均標示出顯著性別分歧，男性比女性更傾向認同性騷擾只是渲染、誤會、警覺性不足或反應過激所導至的結果。

李教授說：「男士對於性騷擾的看法和定義，顯然沒有女性那麼確定。我們必須從性別平等着眼，多做工夫。」最近委員會與Anti480反性暴力資源中心合辦的「Gentle Men 青年大使計劃」，即透過體驗式學習，從不同角度探討性別議題，提高參加者對性別角色和個人成長等的認識，重新理解「男性」的形象。

迴避啞忍非良策

絕大部分（91.8%）受訪者表示從沒有在校園遭受性騷擾，聲稱受性騷擾的有8.2%。當中26.2%「直接向對方表示不滿」，大部分（51.8%）則選擇走課、曠課、改修學科、轉換工作部門等，避開騷擾者。

「這於事無補，」李教授說。「騷擾者會把迴避曲解為認同或寬恕，繼續下去。直接明確表示感到冒犯，責令對方立刻停止行動，才能解決問題。」

「認為自己受到性騷擾，應盡快把事情告知你信任的人，可以是家人、好友，或委員會的性騷擾調停/投訴小組。小組除了幫助界定某種行為是否屬於性騷擾，也會建議處理辦法。趁記憶猶新，用文字記錄事發本末細節也非常重要，有助投訴、舉證和日後調查。」李教授補充，當事人如果不想交校方處理，也可找平等機會委員會或地方法院處理，總之不應啞忍。



遭受性騷擾者感到情緒低落（32.4%）、覺得校園不安全（29.7%）、無法專心讀書/工作（25.5%）、感到在校內受到不公平的看待（22.1%）。

很多受害人不願意尋求輔導。李教授提醒，即使投訴或個案未能確立，事主也應盡早尋求輔導，抒解情緒，跳出困境重新出發。大學的僱員支援計劃提供二十四小時電話熱線服務，學生事務處輔導及發展組也有輔導服務。她說：「我們要多下工夫，糾正人們對輔導的負面觀念。尋求輔導不是弱者的表現，遭受性騷擾也無須自責。」委員會建議大學提供更多適切的渠道和資源，讓受騷擾者能及早得到專業輔導。

主管教育宜加強

遭受性騷擾的回應者中，9.9%表示曾就事件向上司或向大學校方查詢/提出投訴，當中33.3%說上司與涉事雙方詳談，了解事件；提供或建議輔導；轉介至委員會。

李教授強調，上司有責任清晰傳達大學防止性騷擾政策，提高下屬相關意識。接到投訴，更應盡快認真處理。「員工勇敢踏出第一步求助，上司如何回應對事態發展非常關鍵。我們特別制訂了給主管人員的指引，上載網頁，清晰列出他們在預防性騷擾上的角色，以及如何應對和處理有關事件，希望更多主管人員能體察投訴者的需要，給予援助。」

教育宣傳更聚焦

「曾閱覽過」和「曾聽聞過」大學防止性騷擾政策的回應者各有21.4%和42.9%。「沒有聽聞過」的佔35.6%。

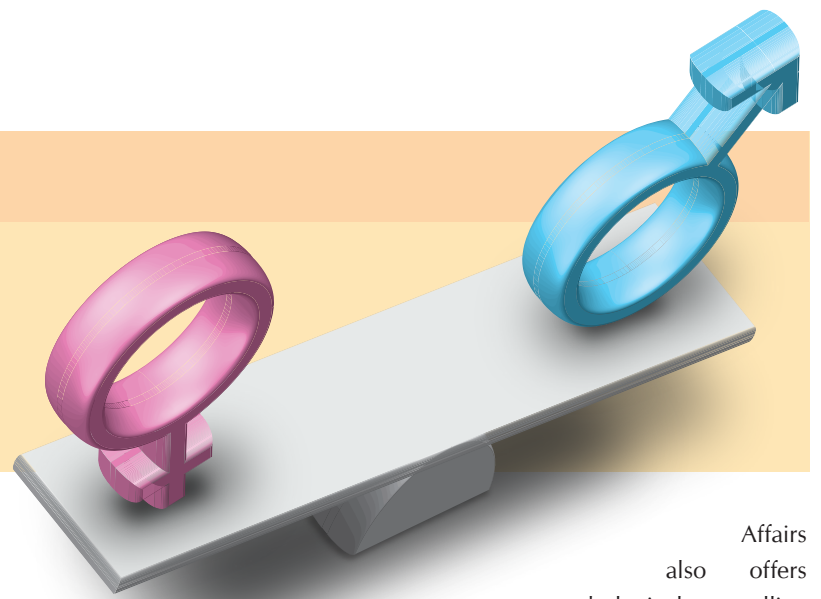
「樂觀的說，差不多有一半大學成員認識防止性騷擾政策，過去所做的工作是有效的。至於那三成多沒有聽聞政策的，也顯示我們還得努力不懈。最終目的不是有多少人聽聞或閱覽過有關政策，而是能把兩性平等互相尊重的意識深植在各人心中，令校園成為一個免於性騷擾的威脅、人人得以愉快工作學習、發揮所長的地方。」李教授說。

CUHK was the first among all local tertiary institutions to set up a policy against sexual harassment and established the Committee Against Sexual Harassment (the Committee) to promote gender equality and mutual respect on campus in 1995. Last year, the Committee conducted an online survey to explore the level of understanding shared by CUHK staff and students on the University's policy and procedure against sexual harassment, as well as their views on sexual harassment and gender equality, personal experience of sexual harassment on campus and their reactions. A total of 2,900 completed questionnaires were received. Among the respondents, 36.8% were male and 63.2%, female.

Prof. Diana T.F. Lee (photo above), Chairperson of the Committee, remarked, 'After data analysis, there are several observations which can serve as important references for enhancing our policy, publicity and education planning.'

Views on Sexual Harassment: Gender Differences

Respondents were requested to express their views on three statements related to gender equality. The one receiving the most disagreement was 'even if men and women have equal income, men should pay for all expenses when they go out together', followed by 'women rather than men should not engage in premarital sex', and 'swearing and obscenities are more repulsive in the speech of a woman than of a man'. In general, most of the respondents tended to agree that men and women should be treated equally.



The results also showed that males tended to be affected by the stereotypical gender role of men being dominant and strong, and women, submissive and weak. ‘We ought to reduce gender stereotyping on campus—not only does it exert pressure on both men and women, but it also hinders their personal and career development,’ Professor Lee observed.

According to Professor Lee, even though biological differences between men and women do exist, presuming one’s work ability based on gender stereotype should not be encouraged. For example, it is not necessary to assume that all labour-intensive duties should be carried out only by men and that women are more detail-oriented than their male colleagues.

Respondents were asked whether they agreed that acts such as ‘unwelcome physical contact’, ‘repeated attempts to make a date which is unwanted’, ‘sending e-mails, messages from online social networks, phone calls, letters or faxes which are of a sexual nature’ are sexual harassment. The results showed that men in general shared a more lenient attitude towards sexual harassment.

When asked for their views regarding seven misconceptions on sexual harassment, the respondents tended to disagree with all of them, though gender differences in all seven statements were statistically significant. The results showed that male respondents were more inclined to believe that sexual harassment was only a result of exaggeration, misunderstanding or over-reaction.

Professor Lee said, ‘It is obvious that, when it comes to the definitions and views on sexual harassment, male respondents are less certain. The findings suggested that we have to put more emphasis on the education of gender equality.’ Recently, the Committee co-organized a ‘Gentle Men Youth Ambassador Scheme’ with Anti480, which aims at enhancing the understanding of gender roles and personal development, re-considering the image of ‘men’, and discussing related gender issues through experiential learning.

Don’t Keep It to Yourself

A great majority (91.8%) of the respondents indicated that they had never experienced sexual harassment on campus, while 8.2% confessed that they had. Among the latter, 26.2% had ‘confronted the harasser’. Most respondents (51.8%) tended to adopt an evasive attitude by trying to ‘avoid contact with the harasser’, e.g., by skipping classes, changing courses, or transferring to other departments.

‘It won’t help,’ said Professor Lee, ‘the harassers will take avoidance as forgiveness to their advantage and will continue their offensive acts. Tell them boldly that their actions are unacceptable and order them to stop their misconduct immediately; that’s the way to solve the problem.’

‘When one feels one has been sexually harassed, one should immediately talk to the people he/she most trusts, such as a family member, a close friend, or seek help from the Committee. The Committee will help determine whether the action in question is considered “sexual harassment” and offer ways to tackle the issue. Keeping a written record of the incident in detail will be useful for filing complaints and for future investigations,’ Professor Lee added. If the victim does not want to report the case to the University, he/she can also look for help from the Equal Opportunities Commission, or take civil action in the District Council. Most importantly, don’t keep it to yourself.

Among those who had experienced sexual harassment on campus, most of them indicated that they felt ‘depressed’ (32.4%), ‘insecure’ (29.7%), were ‘unable to concentrate on studies/work’ (25.5%) and ‘felt unequally treated on campus’ (22.1%).

Professor Lee reminded victims of sexual harassment to seek counselling advice as soon as possible, even before the complaint is filed or the case is established. However, many are unwilling to do so despite abundant resources on campus. The Employee Assistance Programme provides a 24-hour hotline service. The Office of Student

Affairs also offers psychological counselling services to students. Professor Lee said, ‘We need to do a lot more to re-educate people about the importance of counselling. Seeking help is not a sign of weakness and victims of sexual harassment should not blame themselves. The Committee recommends the University to provide more appropriate channels and resources for victims of sexual harassment to obtain timely professional counselling.’

Educating the Leaders

Among respondents who had experienced sexual harassment, 9.9% indicated that they had reported their cases to their supervisors or the University. 33.3% of them indicated the supervisors had talked with both parties concerned in order to have a better understanding of the case, provided or suggested counselling services and referred the case to the Committee.

Professor Lee emphasized that supervisors and heads of departments have the responsibility to communicate the University’s policy against sexual harassment clearly to their colleagues, as well as to raise the awareness against sexual harassments among them. They should act upon a complaint promptly and seriously. ‘If anyone has the courage to take a step forward and ask for help, the way the management responds to the situation is crucial. We have uploaded specific guidelines on the website for supervisors and managers, indicating their roles in preventing sexual harassment and the procedures for handling the issue. We hope that supervisors can show as much understanding and support to the complainants as possible.’

A More Focused Education

Respondents who had ‘browsed’ and ‘heard about’ the University’s policy against sexual harassment were 21.4% and 42.9%, respectively; while 35.6% of them ‘haven’t heard about it’.

‘Almost half of CUHK members are aware of the University’s policy against sexual harassment—an encouraging figure to show what we did in the past had been effective. But we still need to work harder, as about one-third of them have never heard of the policy. The ultimate goal is not simply to get more members of the University to learn about our policy, but to promote the values of gender equality and mutual respect, as well as to ensure a safe environment on campus, where everyone can realize their potentials and be free from the threat of sexual harassment,’ Professor Lee remarked.



調查結果詳情請瀏覽委員會網頁

Details of the survey findings can be found in the Committee website: <http://policy-harass.cuhk.edu.hk>.

