

GENDER EQUALITY

性別平等

互相尊重

MUTUAL RESPECT



# 預防及處理性騷擾

## Preventing & Handling Sexual Harassment



香港中文大學  
The Chinese University of Hong Kong



防止性騷擾委員會  
Committee Against Sexual Harassment

## 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>

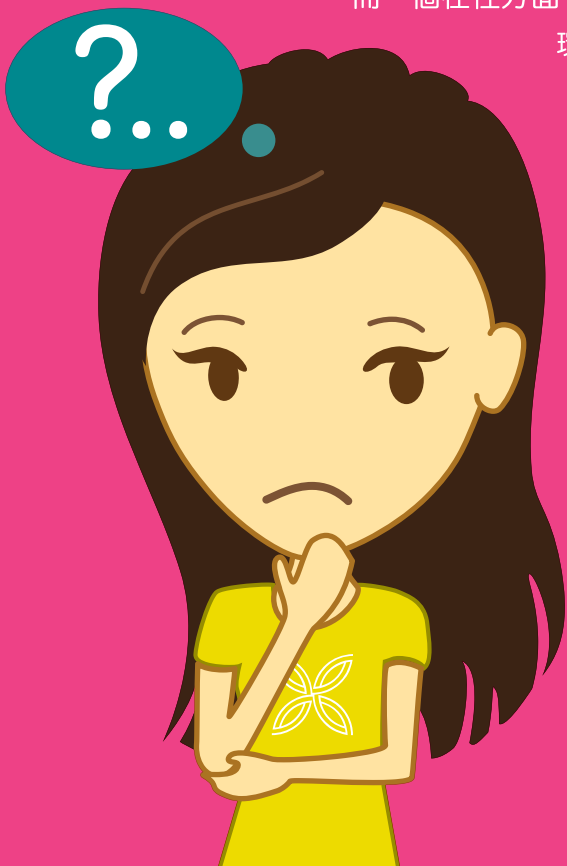
### 甚麼是性騷擾？

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



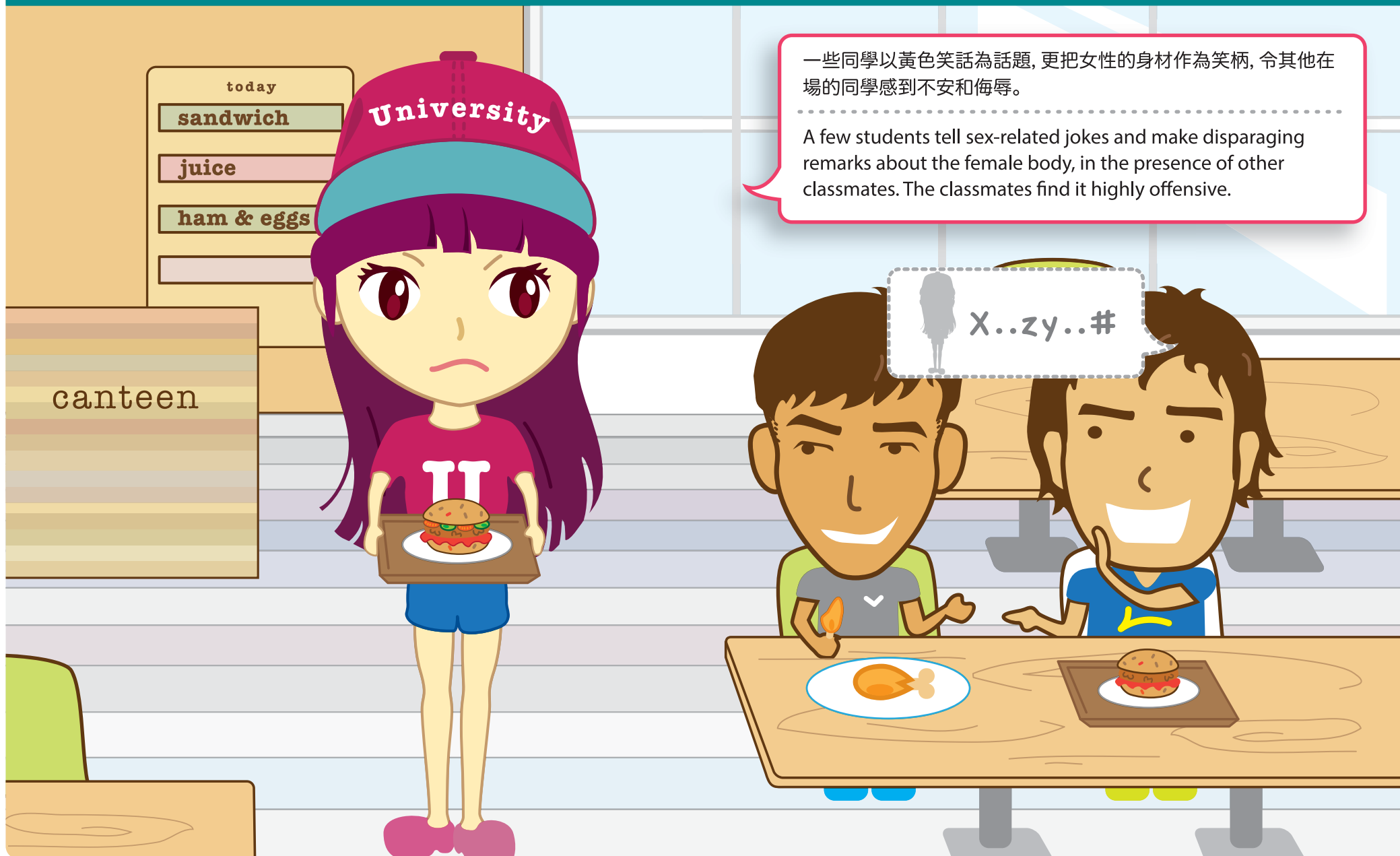
harassment committed by its staff members or students. Sexual harassment adversely affects the work of staff members and the learning environment of students, and reinforces gender inequality. The University's policy and procedure against sexual harassment sets out the mechanism for dealing with allegations 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.



## 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..#

## 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*

在進行活動時，一些同學高舉帶有猥褻性文字的橫額，並在校園叫嚷色情口號。

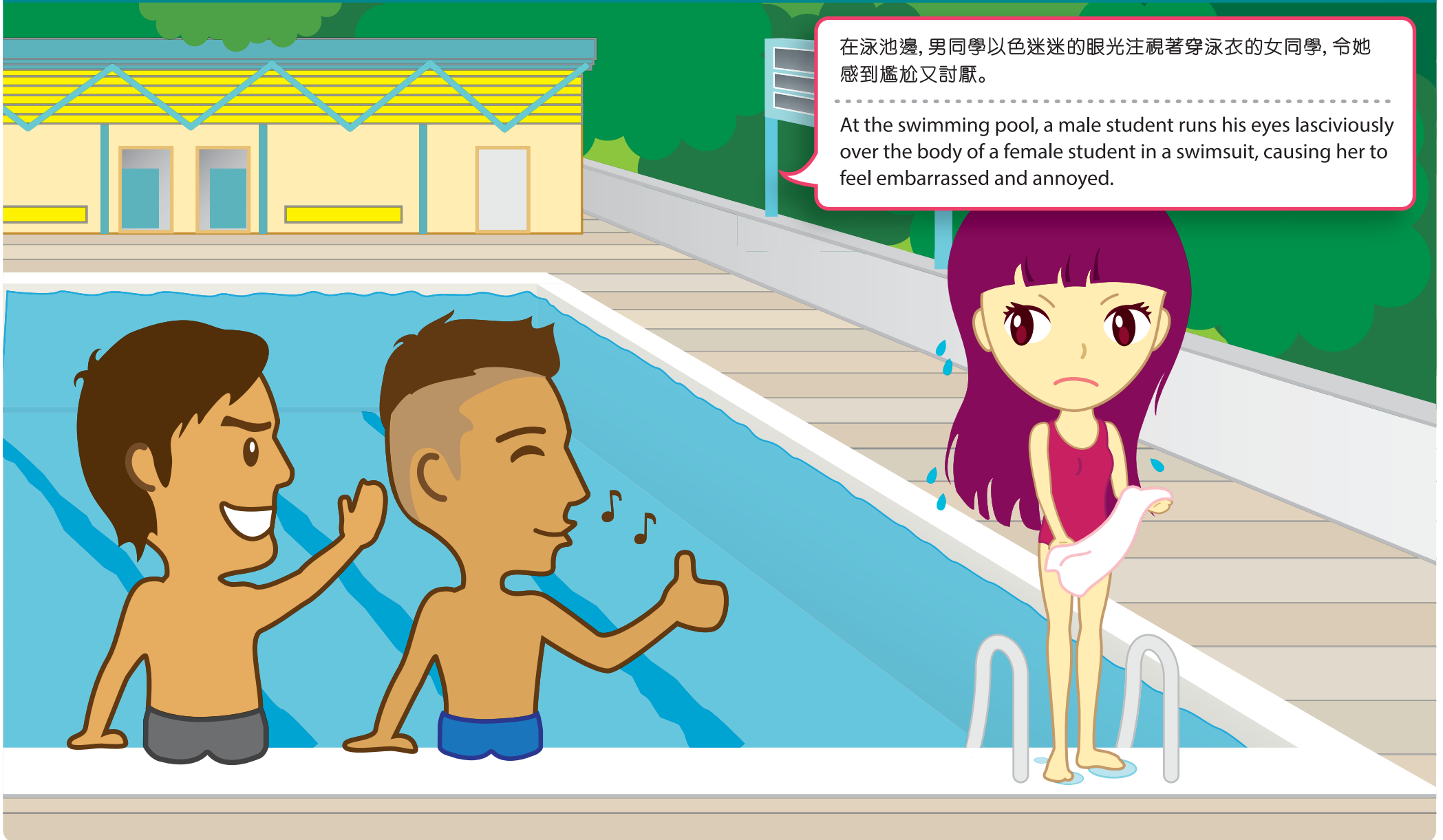
In an activity, a group of students display sexually obscene banners and shout pornographic slogans.



## 盯著或色迷迷的看著別人或其身體部位 *Staring or leering at a person or at parts of his/her body*

在泳池邊, 男同學以色迷迷的眼光注視著穿泳衣的女同學, 令她感到尷尬又討厭。

At the swimming pool, a male student runs his eyes lasciviously over the body of a female student in a swimsuit, causing her to feel embarrassed and annoyed.



## 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.)

偉文在網上下載了一些不雅照片, 並把該些照片轉載給同學。

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



## 不受歡迎的邀請 Unwanted Invitations

積奇很喜歡黃教授，並經常嘗試約會他，但教授每一次都拒絕他的約會，並對積奇的行為感到討厭和不安。

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



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



涉及性的言論或笑話 Sexual comments or jokes



某教師授課時，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.



## 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



## 不受歡迎的性要求 *Unwelcome requests for sex*

在辦公室內，某主任向同事彼得提出性的要求，以換取升職機會。

Peter's boss tells him that the only way he can get a promotion is to go to bed with her.



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

瑪莉和同事家強討論工作時，發覺熱心的家強刻意地把身體挨著她，又把手臂放在她的肩膀上，瑪莉感到不安及尷尬卻又不敢吭聲。

When Mary is discussing her work with Vincent, her colleague, being a warm-hearted person, he leans his body against her and lays his arm on her shoulder. Mary is too frightened to object to such behaviour.



## 不受歡迎的身體接觸 Unwelcome physical contact

醫護人員(任何性別)為家偉作身體檢查時, 在沒有知會的情況下, 觸摸家偉的性器官。家偉既憤怒又不知所措。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 Daniel's genitals without telling him beforehand. Daniel feels angry and helpless. Consent is required even in professional situations such as medical check-ups.



## 常見性騷擾形式

性騷擾可以是：

- 身體接觸
- 言語接觸
- 不懷好意的目光或注視
- 一些姿勢
- 敵意的環境
- 有意的或無意的
- 一件事件或重覆的事件



## 對性騷擾的誤解

1. 性騷擾只在女性身上發生。

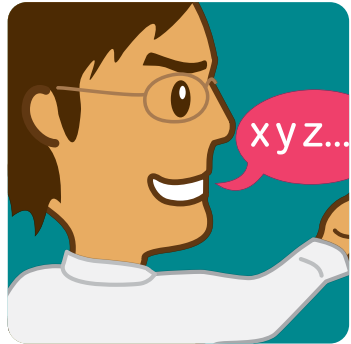
**No** 性騷擾可以在任何人身上發生，而且不一定發生在異性之間，同性之間的性騷擾亦常有發生。

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 may 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.

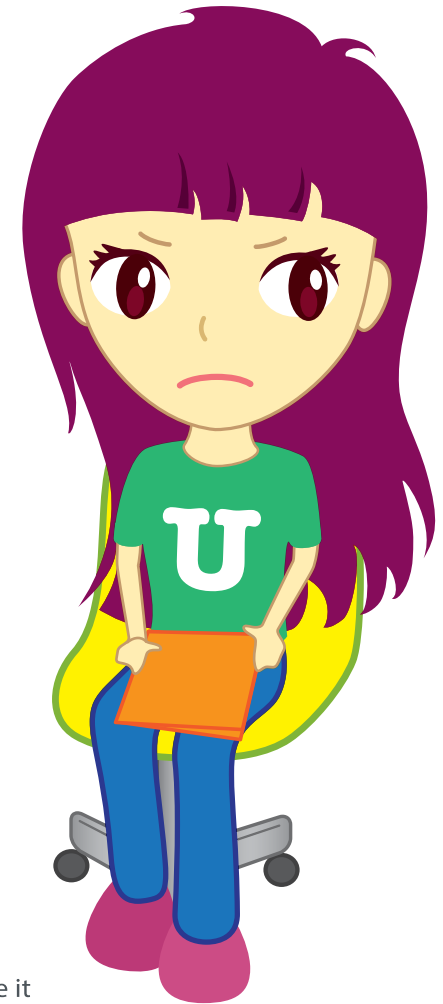
**No** Sexual harassment can happen to anyone. It may occur not only between persons of the opposite sex but also of same sex.

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.

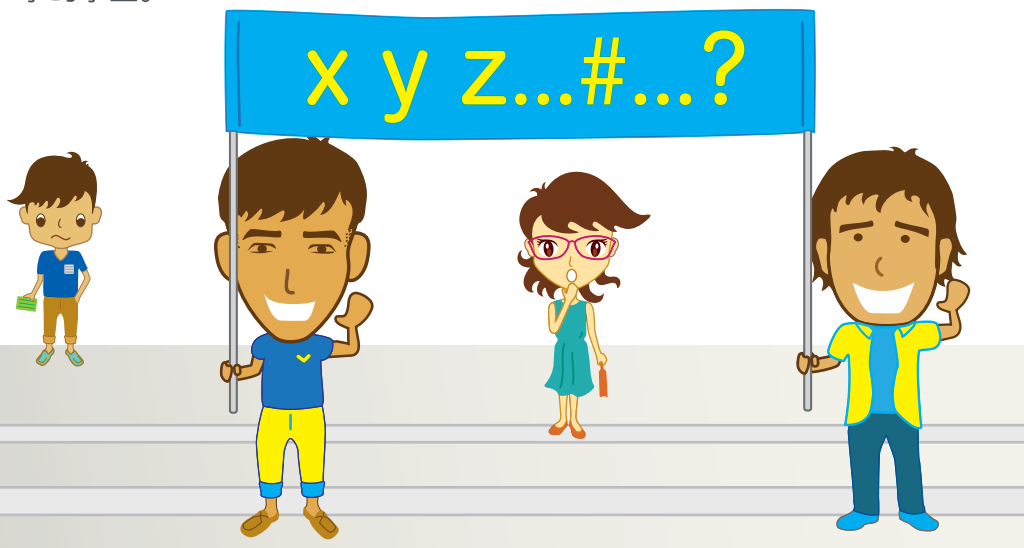
3. Sexual harassment is a joke and harmless.

**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.



## 性騷擾違法嗎？

根據《性別歧視條例》，性騷擾是違法行為，適用於男性及女性，工作環境及教育機構。而有關性騷擾條文亦適用於大學的教職員、外判員工、指定代表／佣金經紀人或求職者，以及本大學的學生或將會成為本大學的學生。



## 遇到性騷擾，可以怎麼辦？

- **說「不」。**向騷擾者表明立場，告訴騷擾者他／她的行為是不受歡迎的和必須停止。
- **記錄所有發生過的事情**，包括日期、時間、地點、證人、性質，以及你的反應。
- **告訴你信任的人**，尋求支援和專業輔導，請他／她協助處理事件。
- **向大學的「性騷擾調停／投訴小組」求助。**教職員或學生可透過「性騷擾調停／投訴小組」尋求調停及要求對投訴展開調查，**所有資料絕對保密**。

## Is Sexual Harassment Unlawful?

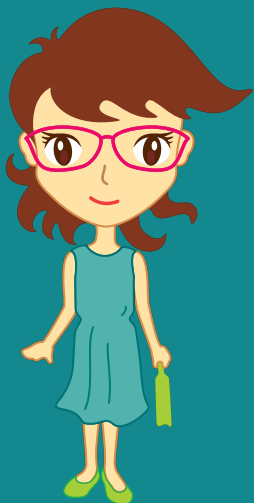
Under the Sex Discrimination Ordinance, sexual harassment is unlawful. It covers sexual harassment of both men and women, work environment and educational establishments. The relevant provisions also cover a fellow staff member, a contract worker, a commission agent or any person who is seeking to be employed by the University as well as a student or a prospective student of the University.

## How to Deal with Sexual Harassment?

- **Say “No”.** Speak up at the time. Tell the harasser that his/her behaviour is unwanted and has to stop.
- **Keep a written record of the incidents**, including dates, time, places, witnesses, nature of the harassment and your responses.
- **Tell someone you trust.** Seek help and professional counselling. Request him/her to provide assistance.
- **Seek help from the University’s Panel Against Sexual Harassment.** Conciliation and complaint investigation processes are available to staff or students through the Panel Against Sexual Harassment. **All information will be kept in strict confidence.**



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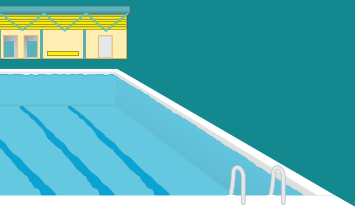


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