

Training Outline on
“Preventing and Managing Sexual Harassment on Campus”
(3 hours)

Objectives:

1. To define sexual harassment under the Sex Discrimination Ordinance
2. To identify behaviors which constitute sexual harassment on campus
3. To understand legal liability for sexual harassment
4. To explore issues arising from sexual harassment complaints

Content:

1. Definition of sexual harassment under the Sex Discrimination Ordinance
 - a. Person-to-person sexual harassment
 - b. Hostile or intimidating environment

2. Applicable fields and scopes of sexual harassment
 - a. Employment
 - b. Provision of goods, facilities and services

3. Legal liability and defence
 - a. Individual liability of employees
 - b. Vicarious liability of employers
 - c. Defence for employers

4. How to respond to and deal with sexual harassment complaints effectively
 - a. Options for resolution
 - b. Principles of complaints handling

5. Roles of management, staff and bystanders in preventing sexual harassment

Remark

Case illustrations (court cases and EOC complaint cases) and group discussion will be used in the workshop to explain the applications of the law and facilitate learning.