

How to Deal with Discrimination?

遇到歧視，可以怎樣做？



For more about
discrimination
了解更多有關
歧視的資訊



The University has established the Procedures for Handling Discrimination Complaints setting out the mechanism for handling matters and complaints of discrimination and for providing proper redress if and when discrimination, harassment and vilification occur.

大學已制定處理歧視投訴程序，列明處理歧視的事宜和投訴的途徑，以及一旦發生歧視、騷擾和中傷時，應採取的適當補救措施。

Details of relevant policies and procedures can be found at 相關政策及程序的詳情載於

dio.cuhk.edu.hk 或
cadsh.cuhk.edu.hk

- Don't be afraid to say "No". Speak up at the time. Tell the discriminators that their behaviour is unwanted and has to stop.
- Keep a written record of the incidents, including dates, time, location, witnesses and your responses.
- Tell someone you trust. Seek support.
- Seek help from the University's Panel Against Discrimination and Sexual Harassment (All information will be kept in strict confidence).
- 不要害怕說「不」。向歧視者表明立場，告訴歧視者其行為是不受歡迎的和必須停止。
- 以書面記錄有關事件的詳情，包括日期、時間、地點、證人，以及你的反應。
- 告訴你信任的人，尋求協助。
- 向大學的「歧視及性騷擾調停/投訴小組」求助（所有資料絕對保密）。



香港中文大學
The Chinese University of Hong Kong

山城相逢

互敬共融



Diverse · Inclusive · One CUHK

Diversity and Inclusion Office 多元共融事務處



Diversity and Inclusion Office
多元共融事務處

Diversity and Inclusion 多元共融 @CUHK

The University is committed to equal opportunity in academic pursuits and employment and to eliminating any form of discrimination or harassment. The Diversity and Inclusion Policy ("the Policy") has been developed to promote a diverse and inclusive environment for staff members and students free from discriminatory acts, prejudice, hatred, intolerance, harassment and bullying. The University expects all members to abide by the Policy. The University has zero tolerance for any infringement and will take any and all necessary steps to eliminate and prevent their occurrence on campus.

There are four anti-discrimination ordinances in Hong Kong:

1. Sex Discrimination Ordinance
2. Disability Discrimination Ordinance
3. Family Status Discrimination Ordinance
4. Race Discrimination Ordinance

Under the anti-discrimination ordinances, it is unlawful to discriminate against a person on the grounds of sex, marital status, pregnancy, breastfeeding, disability, family status and race in the prescribed areas of activities, including employment, education, provision of goods, services and/or facilities, disposal and/or management of premises, and participation in clubs.

大學致力為教職員和學生在學術研究及就業方面提供平等機會，並消除任何形式的歧視或騷擾。大學制定多元共融政策（「政策」），旨在提倡兼容文化，並致力為教職員及學生創造多元共融、免受性騷擾、偏見、仇恨、苛待、騷擾和欺凌等歧視的環境。大學期望所有成員能遵守該政策，絕不容許任何違反該政策的行為，並會採取任何及一切必需的行動消除及防止在校園內發生任何歧視的行為。

香港有四條反歧視法例：

1. 《性別歧視條例》
2. 《殘疾歧視條例》
3. 《家庭崗位歧視條例》
4. 《種族歧視條例》

根據反歧視法例，任何人在訂明活動範圍內基於某人的性別、婚姻狀況、懷孕、餵哺母乳、殘疾、家庭狀況和種族而作出歧視行為，即屬違法。訂明活動範圍包括僱傭、教育、貨品、服務、設施的提供、處所的處置及/或管理及會社的參與。



共融

多元

iversity

iversity



For matters relating to diversity and inclusion
有關多元共融事宜

Hotline 熱線 : 3943 0382
Email 電郵 : dio@cuhk.edu.hk

For matters relating to discrimination
有關歧視事宜

Hotline 熱線 : 3943 8716
Email 電郵 : padsh@cuhk.edu.hk

What is the Sex Discrimination Ordinance (SDO)?

甚麼是《性別歧視條例》?

Discrimination on the basis of sex, marital status, pregnancy and breastfeeding, as well as sexual harassment and harassment on the ground of breastfeeding are unlawful under the SDO.

For example, denying admission to a student because she is pregnant and refusing to hire a married person even though one is the most suitable person.

根據《性別歧視條例》，基於性別、婚姻狀況、懷孕及餵哺母乳而作出的歧視，以及性騷擾和基於餵哺母乳的騷擾都屬違法。

例如基於學生懷孕而拒絕取錄她或僱主拒絕聘請已婚的求職者，即使該求職者是最合適的人選。

There are two forms of sexual harassment. The first is any unwelcome sexual behaviour or conduct which is offensive, humiliating or intimidating. The second form can be an environment where there are actions, languages or pictures of a sexual nature that make it hard for a person to work or study. This is called "a hostile or intimidating environment".

For example:



Sexual comments or jokes
涉及性的言論或笑話



Offensive communications
of a sexual nature
涉及性及使人反感的通訊資料



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

性騷擾分為兩類。第一類是指任何具冒犯性、侮辱性及威嚇性的不受歡迎並涉及性的行為或行徑。第二類是指環境中充斥涉及性的行為、言語或圖片，使人難以安然地工作或學習，稱為「有敵意或威嚇性的環境」。

例如：



The University has a separate set of Policy Against Sexual Harassment to address incidents related to sexual harassment (Please refer to the relevant section(s) of the Policy Against Sexual Harassment for the definition of "sexual harassment"). Complaints/Incidents related to sexual harassment will be handled according to the Policy Against Sexual Harassment.

大學有既定的防止性騷擾政策處理與性騷擾有關的事件(性騷擾的定義，請參考防止性騷擾政策內相關部分)。大學將按照防止性騷擾政策處理與性騷擾有關的投訴/事件。

What is the Disability Discrimination Ordinance (DDO)?

甚麼是《殘疾歧視條例》?

It is a law that has been enacted to protect people with a disability against discrimination, harassment and vilification on the ground of their disabilities.

A disability includes a wide range of physical and mental illnesses or conditions. Examples of disabilities include but not limited to attention-deficit and hyperactivity disorder, hearing impairment, mental illness, physical handicap, specific learning difficulties, speech and visual impairment.

For example, not allowing a student to participate in orientation activities or dismissing an employee on the ground of disability.

《殘疾歧視條例》是為保障殘疾人士避免因其殘疾而受到歧視、騷擾及中傷而制定的法例。

殘疾的定義很廣，包括但不限於生理及心理的疾病或狀況，例如注意力不足/過度活躍症、聽障、精神病、肢體傷殘、特殊學習困難、言語障礙或視障。

例如基於學生的殘疾而拒絕學生參加迎新活動或僱主以殘疾為由而解僱僱員。

What is the Family Status Discrimination Ordinance (FSDO)?

甚麼是《家庭崗位歧視條例》?



FSDO makes unlawful for anyone or any organisation to discriminate against a person, male or female, on the basis of family status. Family status means that a person has the responsibility for the care of an immediate family member. An immediate family member is a person who is related by blood, marriage, adoption or affinity.

For example:

- Denying admission to a student because of one's family status
- Refusing to employ a widower who has the responsibility of taking care of his young children after work fearing that he will not be able to attend work-related activities outside office hours

《家庭崗位歧視條例》規定任何人或機構基於家庭崗位而歧視另一人(不論男女)，即屬違法。家庭崗位是指負有照顧直系家庭成員的責任。直系家庭成員指因血緣、婚姻、領養或姻親而與該人有關係的任何人。

例如：

- 以家庭崗位為理由拒絕取錄學生
- 拒絕聘用申請人，因為申請人是鰥夫，要負起照顧年幼孩子的責任，僱主恐怕他不能在辦公時間外出席有關工作的活動

What is the Race Discrimination Ordinance (RDO)?

甚麼是《種族歧視條例》?

RDO protects people against discrimination, harassment and vilification on the ground of their race. According to the RDO, race in relation to a person refers to the race, colour, descent, national or ethnic origin of the person.

For example, a student association denies admission to students because of their skin colour or an employer declines to interview job seekers because of their ethnicity.

《種族歧視條例》保障所有人士不會因為他們的種族而遭受歧視、騷擾和中傷。種族是指個人的種族、膚色、世系、民族或人種。

例如學生因其膚色而被拒絕加入學生組織或求職者因其族裔而被僱主拒絕其面試。

