Focus

Policies for a better workplace

Dealing with sexual harassment was the focus of a workshop for heads of departments and other senior staff on 29 February.

The key message was that sexual harassment had to be dealt with swiftly and fairly in order to prevent cases from going to court and bringing involved individuals and the campus unwelcome media attention.

"Prevention is better than cure," said Ms Anita Lam, a consultant specialising in sexual harassment cases. She was invited to the workshop to offer her advice and answer questions. "If a case winds up in court, it is a lose-lose situation for everyone, except the lawyers."

Cases can involve a number of scenarios: staff accusing students, students accusing staff, staff against staff, and students against students, for example. And cases of men accusing women and of same-sex accusations also occur, Ms Lam explained.

The workshop covered issues related to personal and institutional liability, what constitutes sexual harassment, procedures for reporting incidents, ways of dealing with individual cases, and the need for heads of departments to be familiar with the University’s sexual harassment policy and procedures, which went into effect on 1 January 2012.

City University of Hong Kong

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立例處理性騷擾
改善工作環境

By Michael Gibb
文：鄭智友

城大多名部門主管及其他高級職員於2月29日參加研討會，討論如何處理性騷擾。

研討會的主題是：有人投訴性騷擾，即應儘快公平處理，以免事件鬧上法庭，令涉事者及大學遭受傳媒的加意聲討。

「防患於未然，勝過事後補救。」專研性騷擾案件的諮詢專家林尹賢女士說道。她應邀出席研討會，為眾人指點對策，解答疑問。她說：「事件鬧上法庭，對涉事各方都是兩敗俱傷，除律師以外，無人得益。」

林女士解釋說，性騷擾事件的成因有好幾種，例如有員工指控學生，學生指控員工，員工指控員工，學生指控學生，甚至也會有男性指控女性，或者同性之間的指控。

本次研討會的議題涉及個人與學校的責任，性騷擾的界定，報告性騷擾事件的程序及處理性騷擾事件的方法，以及各部門主管為何必須熟

知本校有關性騷擾的政策及相關程序。這些政策與程序已於2012年1月1日起生效。
“It is very important that reports of sexual harassment are not swept under the carpet,” Ms Lam said, outlining options open to heads of departments when dealing with cases. These approaches can include discussions with those involved, consulting with the Human Resources Office or Dean of Students, or liaising with the Committee Against Sexual Harassment (CASH).

Ms Lam commended CityU for drawing up policies and procedures on sexual harassment. “This shows that the University takes the issue very seriously,” she said.

To prevent and manage sexual harassment, heads of department must act as role models and respect and listen to anyone who feels that they have a case, she added.

“It is vital that heads do not act in any way that might be interpreted as detrimental to the person stepping forward with a complaint,” she said. “Respect is the key issue.”