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CityU Committee Against Sexual Harassment  
香港城市大學  
City University of Hong Kong

SAY NO TO  
Sexual Harassment

# What is Sexual Harassment?

Under the Sex Discrimination Ordinance (SDO), sexual harassment covers acts of sexual harassment of **both men and women** as well as sexual harassment to **persons of the same sex**.

Sexual harassment may involve an unwelcome sexual advance or other unwelcome conduct of a sexual nature; or a hostile or intimidating environment that makes the person being sexually harassed feel offended, humiliated or intimidated.

One single incident can constitute sexual harassment. It is not necessary for there to be a series of incidents.

## Examples of Sexual Harassment Acts\*

- Someone invites you to go out on dates repeatedly, regardless of your rejection
- Someone sends you sexually suggestive messages or photos on the Internet and makes you feel offended
- Someone plays sexually suggestive games in front of you during student activities and makes you feel offended
- Someone tells sexual jokes and makes you feel uncomfortable
- Someone discusses sex with others in front of you and makes you feel uncomfortable
- Someone has inappropriate physical contact with you (e.g. forcible kissing, touching or brushing up against you)
- Someone asks intrusive questions or insinuations of a sexual nature about your private life

\* Adapted from Equal Opportunities Commission 2019 "Break the Silence: Territory-wide Study on Sexual Harassment of University Students in Hong Kong", P.142

## 何謂性騷擾？

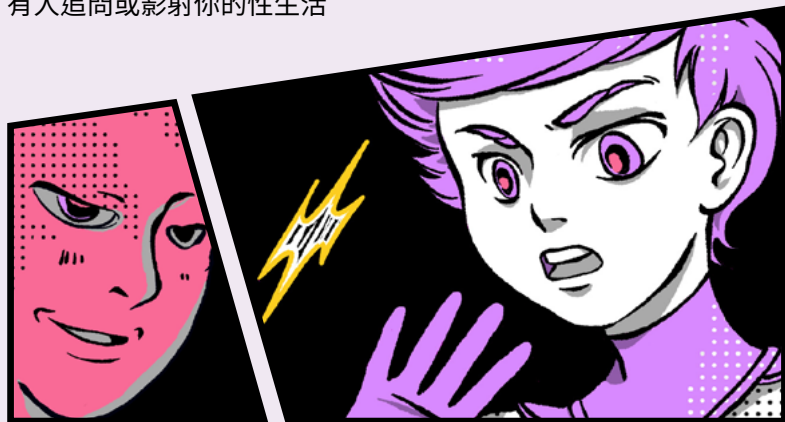
根據《性別歧視條例》，性騷擾包括**異性間**及**同性間**的性騷擾行為。

性騷擾可包括不受歡迎的性要求或其他不受歡迎並涉及性的行徑，或有敵意或具威嚇性的環境，令被騷擾者感到受冒犯、侮辱或威嚇。

不受歡迎行為不一定要多次發生或連續出現，一次事件足以構成性騷擾。

### 性騷擾例子\*：

- 有人在你拒絕的情況下，仍不斷向你提出約會邀請
- 有人在網上向你發出有性含意的訊息或圖片，使你感到受冒犯
- 在學生活動中，有人在你面前玩含性意味的遊戲，使你感到受冒犯
- 有人對你講鹹濕笑話，令你感到不自在
- 有人在你面前與他人講有關性的話題，令你感到不自在
- 有人對你作出不恰當的身體接觸（如：強吻、觸摸或摩擦身體）
- 有人追問或影射你的性生活



\* 改編自平等機會委員會2019《打破沉默：本港大學生性騷擾調查研究報告》第112頁

# CITYU'S OBLIGATIONS



Committee Against  
Sexual Harassment

香港城市大學  
City University of Hong Kong

**The University is committed to preventing and eliminating sexual harassment and adopts a zero-tolerance policy towards all forms of sexual harassment.**

Under the Sex Discrimination Ordinance (SDO)\*, sexual harassment in the education and employment fields is unlawful.

Whatever form it takes, the University will not permit any staff member or student to harass others with whom he/she has business and/or academic interactions including, but not limited to, other staff members, students and prospective students, or permit any outsider to harass its staff members or students. This is true, not only in the workplace or on campus, but during business/school trips, business-related social events organised or sponsored by the University and at any other venues.

## 大學的政策及承諾

**大學承諾致力預防及消除性騷擾，絕不容忍任何性騷擾的情況出現。**

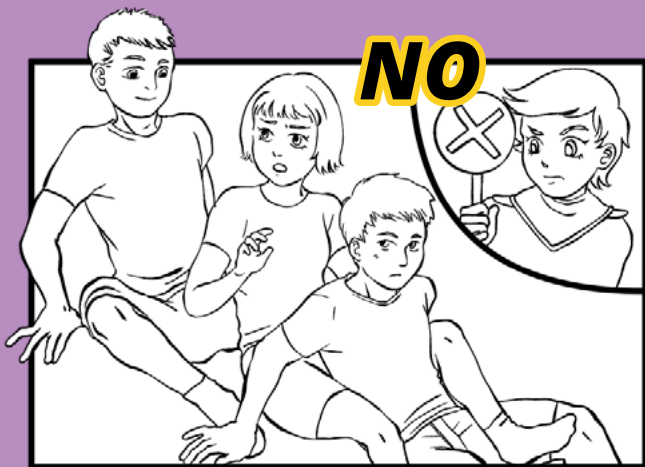
根據《性別歧視條例》\*，性騷擾在教育及僱傭範疇中乃屬違法。

不論形式如何，大學不會容許任何教職員或學生騷擾與之有事務上或學術上接觸的其他人士，包括但不限於教職員、學生和準學生，同時也不會容許任何校外人士騷擾本校教職員或學生。涵蓋範圍不限於工作地方或校園，亦包括由大學舉辦或資助的事務/學術旅程、事務相關的社交活動及任何其他場所。

\* Section 2(5) of the SDO defines sexual harassment while sections 2(7), 2(8), 9, 23, and 39 are all relevant.

\*《性別歧視條例》中第2(5)條界定性騷擾的法律定義。另外，第2(7)、2(8)、9、23及39條亦與性騷擾有關。

## Case Scenario 個案#1



In the orientation camp, a female freshman felt uncomfortable playing “The Caterpillar Challenge”, which involved physical touch with other male students and asked the team leader if she could skip the game. The female team leader dismissed her request. The freshman felt offended and had nightmares after playing the game.

To the freshman, the act was an unwanted physical contact of a sexual nature.

迎新營中，一名女新生覺得“毛毛蟲挑戰”需與其他男同學有肢體接觸而感到不舒服。她請求不參與遊戲，但女隊長拒絕她的要求。女新生遊戲後感到被冒犯，並發了噩夢。

對該大一新生來說，這種行為是一種不受歡迎的性接觸。

## Case Scenario 個案 #2

A male student made a sexual request to a female staff member. The female staff member rejected it but he thought she didn't mean what she said. After that, he obsessively hunted for her every day for a sexual request. She felt offended, humiliated and intimidated.

The act amounted to an unwelcome sexual advance.

一位男同學向一位女職員提出性要求。女職員表示不同意，但男同學覺得她口不對心。事後，他每天都瘋狂地找這女職員，向她提出性要求。女職員感到被冒犯、羞辱和恐嚇。

該行為涉及不受歡迎的性要求。



Adapted from Equal Opportunities Commission 2019 "Break the Silence: Territory-wide Study on Sexual Harassment of University Students in Hong Kong", P.68

改編自平等機會委員會 2019《打破沉默：本港大學生性騷擾調查研究報告》第56頁

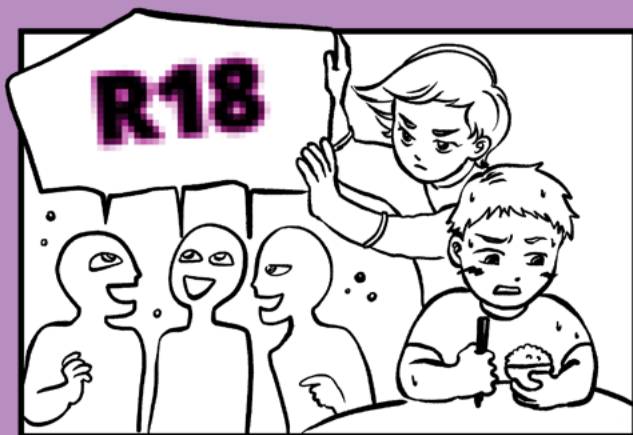
## Case Scenario 個案 #3

At the hall canteen, a group of students talked about and described in detail a movie star's sex scenes in a recent movie. A male student felt very uncomfortable but just kept his head down and ate, pretending that he could not hear.

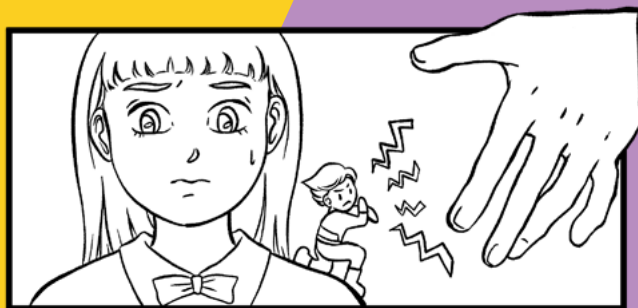
To the male student, the act was an unwanted discussion of a sexual nature. Although the "movie talk" was not directed toward the male student, he and others nearby heard it. The male student was in a hostile or intimidating environment created by this group of students.

學生宿舍食堂裡，一群學生在談論並詳細描述一位電影明星在最近一部電影中的性愛場面。男學生覺得很不舒服，惟有低著頭吃東西，假裝聽不見。

對該男學生來說，這種行為是不受歡迎的有關性的討論。雖然這對話不是針對男學生，但他和附近的其他人都聽到了。男學生處於這群學生所製造的具威嚇性的環境中。



## Case Scenario 個案 #4



During an overseas internship, in view of a customer's praise, a male supervisor laid his hand on a female student's back for a few seconds, saying "I know she is smart." The student was very uncomfortable and did not think it was necessary for him to touch her or her back to praise her.

To the student, the act was uninvited conduct of a sexual nature. She felt offended and intimidated. In the workplace, space between co-workers is expected and should be respected. To an intern, the supervisor is a mentor whom the intern trusts and respects.

在海外實習中，一位客戶誇獎了一名女學生。男主管把手放在她的後背數秒，說：「我知道她很聰明。」學生當時感到很不自在，認為主管沒有必要觸摸她或她的背部來表揚她。

對該女學生來說，這種行為是不受歡迎並涉及性的行徑。她感到被冒犯和受威嚇。在工作場所，同事要尊重彼此間的空間。對於實習生來說，主管是實習生信任和尊重的導師。

Adapted from Equal Opportunities Commission 2019 "Break the Silence: Territory-wide Study on Sexual Harassment of University Students in Hong Kong", P.74

改編自平等機會委員會2019《打破沉默：本港大學生性騷擾調查研究報告》第60頁



## Case Scenario 個案#5

Colleagues shared funny messages in their chat group. Some of the photos were of a sexual nature. A male staff member felt embarrassed. He did not respond in the group but needed to check the messages to avoid missing work-related matters.

To the staff member, the act was receiving offensive images of a sexual nature passively. He was in a hostile environment created by his colleagues.

同事在聊天群組中分享有趣的信息，包括一些與性有關的照片。一名男員工感到尷尬。他沒有在群組裡回應，但仍需查看信息，以免錯過與工作相關的事情。

對該男員工來說，他是被動地接收具有冒犯性質的性圖像。他處於他同事所製造的有敵意的環境中。



## **What to do if it happens to you 如何面對性騷擾**

Say "NO" to the harasser! State, in certain terms, that his/her behaviour is unwanted and has to stop.

說「不」! 向騷擾者表明立場, 並告訴她/ 他其行為是不被接受和必須停止的。

Indicate that you are offended even if the harasser states that he/she intended no harm.

即使對方表明並無惡意, 你須表達你已被冒犯。

Keep a written record of the incidents including the where, when, who (witnesses), what (nature), and how (your response) of the sexual harassment.

記錄有關性騷擾事件的一切資料: 包括地點、日期、時間、人物( 證人)、事件(性質), 以及你的反應。

Tell someone you trust; or seek guidance and help from CASH.

告訴你信任的人; 或向大學的防止性騷擾委員會求助。

**Enquiry**

**查詢**

**cash@cityu.edu.hk**

**3442 9000**

## What if you're asked to help 如何幫助性騷擾的受害人

### Do 應該

Take every allegation seriously even if the incident doesn't initially seem like sexual harassment to you.

認真聆聽每一個指控，即使有關投訴乍聽並非性騷擾事件。

Try to put the complainant at ease.

盡量令投訴人保持放鬆及冷靜。

Gather the facts. Learn the "who, what, when, where", etc.

收集事件資料，包括人物、事件(性質)、日期、時間、地點等。

Assure him/her that confidentiality will be kept, and all information and related records will be disclosed only to the relevant parties on a need-to-know basis.

確保投訴人知悉有關事件將會保密，並只會按需要向適當人士披露。

Take prompt action. Tell the complainant that he/she has the right to decide how he/she would like to see the situation resolved.

採取即時行動，告訴投訴人他/她有權決定如何處理/解決事件。

Encourage the complainant to seek guidance and help from CASH\*.

鼓勵投訴人向大學的防止性騷擾委員會尋求指引或協助\*。

**\*If you see sexual harassment occurring, even if you are not directly involved in the incident, seek guidance/help from CASH.**

若你目睹性騷擾事件發生，即使你並沒有涉及事件中，也可向大學的防止性騷擾委員會尋求指引或協助。

## SEXUAL HARASSMENT COMPLAINTS 性騷擾投訴

A sexual harassment complaint can be classified as either **formal** or **informal**, depending on whether an investigation is conducted into the case. The exact approach to be adopted depends on the preference of the complainant.

The complainant should lodge either a written or an oral complaint to the Designated Complaint Recipient of CASH within 12 months of the date the alleged act of harassment occurs. The Designated Complaint Recipient or his/her nominee, a CASH Member, shall become the Subject Officer of the case.

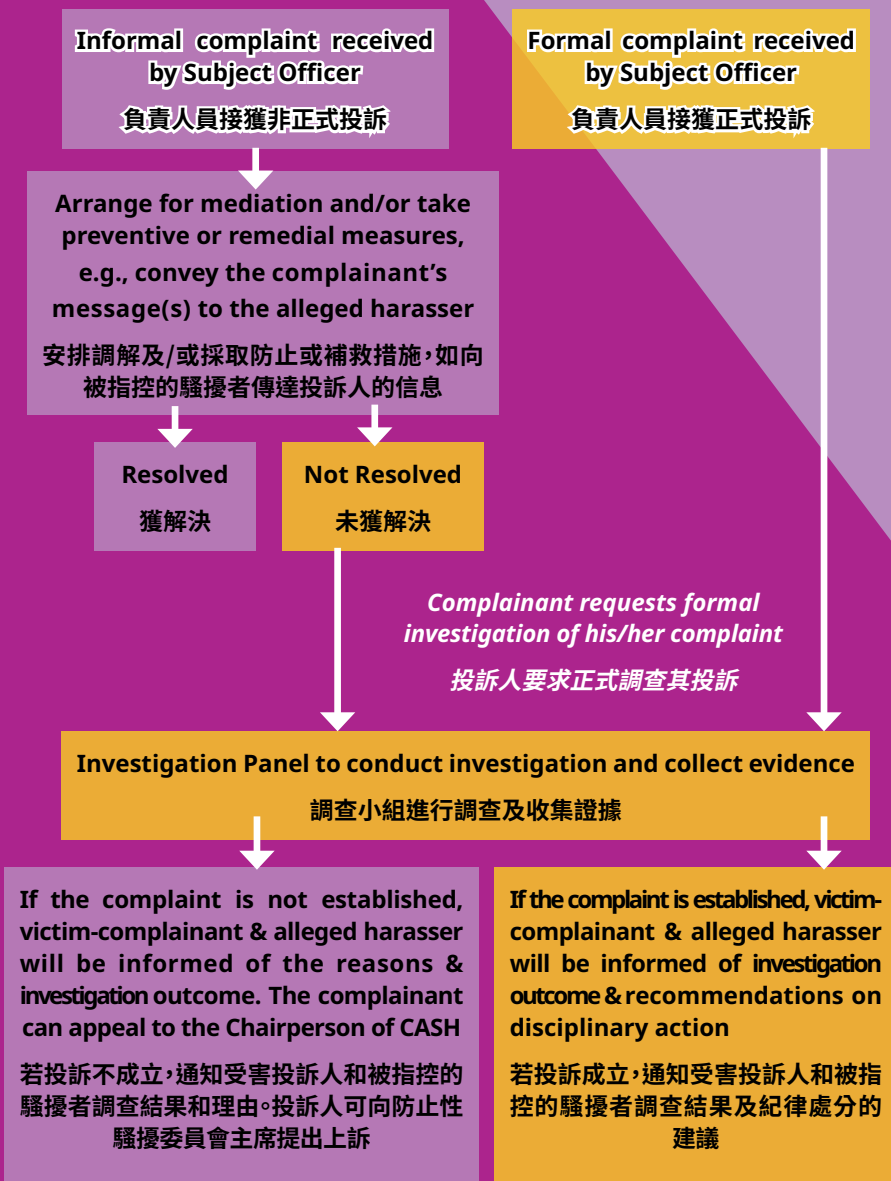
All complaints will be handled in a confidential manner.

性騷擾投訴可分為**正式**或**非正式**兩類，視乎個案是否需要展開調查而定。採取何種方式取決於投訴人意願。

投訴人應在事件發生後12個月內，以書面或口頭形式向防止性騷擾委員會的指定投訴受理人提出投訴。投訴受理人或被委任人(須為委員會成員)會成為有關個案的負責人員。

所有性騷擾投訴均會嚴加保密。

# COMPLAINTS HANDLING PROCEDURE 處理投訴程序



## USEFUL LINKS

### **Lodging a Complaint/Enquiries**

CASH (tel: 3442 9000, email: [cash@cityu.edu.hk](mailto:cash@cityu.edu.hk))  
CASH Officer ([https://www.cityu.edu.hk/cash/cash\\_officers.htm](https://www.cityu.edu.hk/cash/cash_officers.htm))

### **Sexual Harassment Enquiries unrelated to CityU**

EOC (<https://www.eoc.org.hk/compass/en/making-an-enquiry>; tel: 2106 2222)

### **Counselling Services**

Students (tel: 3442 8478 (office hours) / 5117 7807 (non-office hours))  
Staff (PPCS 24-hour hotline: 2721 3939)

### **Anonymous reporting**



### **CityU CASH IG**



***All information will be kept in STRICT CONFIDENCE***

## 有用連結

### 提出性騷擾投訴/查詢

防止性騷擾委員會熱線 (電話: 3442 9000, 電郵: cash@cityu.edu.hk)  
防止性騷擾主任 ([https://www.cityu.edu.hk/cash/cash\\_officers.htm](https://www.cityu.edu.hk/cash/cash_officers.htm))

### 與城大無關的性騷擾查詢

平機會 (<https://www.eoc.org.hk/compass/tc/making-an-enquiry>; 電話: 2106 2222)

### 輔導服務

學生 (電話: 3442 8478 (辦公時間) / 5117 7807 (非辦公時間))  
職員 (專業個人諮詢服務 24小時熱線: 2721 3939)

### 不記名網上舉報



### 城大CASH IG



**所有信息都將嚴格保密**

**向性騷擾  
說不!**



**Follow me!**



**防止性騷擾委員會**

香港城市大學  
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