



中華人民共和國香港特別行政區政府總部教育局  
Education Bureau  
Government Secretariat, The Government of the Hong Kong Special Administrative Region  
The People's Republic of China

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4 April 2014

Clerk to Panel  
(Attn: Ms Joanne MAK)  
Legislative Council Panel on Constitutional Affairs  
Legislative Council Complex  
1 Legislative Council Road  
Central, Hong Kong

Dear Ms MAK,

**Panel on Constitutional Affairs  
Follow-up to Meeting on 17 February 2014**

At the above meeting of the Panel on Constitutional Affairs, Members and deputations raised concerns about the request by a Christian international school for its staff to sign an undertaking to abide by biblical ethics and integrity. A written response to the same issue was submitted to the Panel on Education on 12 February 2014 and a copy of which is enclosed for Members' reference please.

Yours sincerely,

(K K LEE)

for Secretary for Education

## **Issues related to Discrimination against Teachers' Sexual Orientation and Gender Identity by Schools**

The Education Bureau (EDB) has all along attached great importance to the creation of a harmonious school culture under which all are equal, and does not tolerate discrimination of any kind in schools. Through circulars, guidelines on school administration and daily communication with schools, the EDB requests schools to observe the principle of equal opportunities and to avoid any form of discrimination apart from compliance with all the anti-discrimination ordinances, when formulating and revising their school policies on areas such as curriculum arrangements, teaching and staff affairs, etc.

On handling staff recruitment, promotion, training and related matters, schools should follow the good practices set out in the "Code of Practice against Discrimination in Employment on the Ground of Sexual Orientation" in order to ensure that the principle of equal opportunities are adhered to in handling staff related matters. To enhance schools' understanding of the principle of equal opportunities and the implementation of anti-discrimination policy, the EDB will continue to work in collaboration with relevant government departments and organisations to disseminate relevant information to schools and provide schools with the required support and advice, and also expressly state the "Code of Practice against Discrimination in Employment on the Ground of Sexual Orientation" in the guidelines on school administration. The EDB would also provide appropriate directions to, and follow up, individual schools in accordance with actual needs.

Regarding the request by the International Christian School for its staff to sign the "Standards of Biblical Ethics & Integrity", the EDB has reminded the school that in formulating and revising its policies, reference should be made to the EDB Circular No. 33/2003 "The Principle of Equal Opportunities" and the "Code of Practice against Discrimination in Employment on the Ground of Sexual Orientation". The school could seek advice from the EDB or relevant organisations if necessary. The school promised to evaluate the relevant policies and measures, and seek stakeholders' views. The EDB will continue to follow up the case and render appropriate support.

Education Bureau  
February 2014