

Legislative Council Panel on Constitutional Affairs

**Supplementary Information to the Briefing by Chairperson of the
Equal Opportunities Commission**

Purpose

This paper provides supplementary information about the latest progress of the Anti-Sexual Harassment Campaign of the Equal Opportunities Commission (“EOC”), in respect of the education and sports sectors as well as the disciplined services following the briefing by the Chairperson of the EOC at the meeting of the Legislative Council Panel on Constitutional Affairs on 14 February 2018.

Anti-Sexual Harassment Campaign of the EOC

2. The Working Group on Anti-Sexual Harassment Campaign (WG) of the EOC was established in late 2012 and started its work in 2013. For the past five years, it has used a sector-specific approach to raise the awareness of sexual harassment and to promote the prevention of sexual harassment in various sectors, namely the education sector, the business sector (in particular the service industry), the social service sector, the foreign domestic workers, the female new arrivals, the disciplined forces and the sports sector.

3. As per the request of Members of the Legislative Council, progress of the Anti-Sexual Harassment Campaign in respect of the sports sector, the education sector and the disciplined services is provided below.

Sports sector

4. The EOC started a second round of anti-sexual harassment campaign in the sports sector in late 2017 following the first round in 2014-15. In response to the global #MeToo movement and to Hong Kong's top hurdler, Miss Vera Lui's revelation of sexual harassment by her former coach in November 2017, the EOC immediately contacted the Sports Federation & Olympic Committee of Hong Kong, China (SF&OC), the Home Affairs Bureau (HAB) and the Leisure and Cultural Services Department (LCSD) in early December 2017 and successfully mobilized these parties to start a second round of anti-sexual harassment campaign in the sports sector in collaboration with the EOC.

5. On 30 January 2018, the EOC co-organised a seminar entitled "To Foster the Olympic Spirit: Seminar on Eliminating Discrimination and Anti-Sexual Harassment in Sports Sector" with the SF&OC, with the HAB and LCSD acting as supporting organisations. About 250 management personnel and staff of National Sports Associations (NSAs) and other sports organisations attended the seminar, which is more than double of the number of participants in a similar event for the sports sector in 2015 (only 98 participants attended in 2015). About 92% of the participants returning the evaluation form after the January 2018 seminar found the event helpful for formulating their own anti-sexual harassment policies. At the seminar, the updated version of the Framework for Anti-Sexual Harassment Policy in Sports Organisations and an abridged version of the Framework: Tips for Formulating Anti-Sexual Harassment Policy in Sports Organisations were both distributed to participants to facilitate sports organisations to develop or enhance their anti-sexual harassment policies.

6. Two workshops for sports organisations have been held on 16 March and 23 March 2018, with a view to equipping sports personnel with skills in handling sexual harassment complaints and in preventing sexual harassment in their organisations. More than 100 personnel from the sports sector registered for the workshops.

7. Furthermore, the EOC will collaborate with SF&OC to promote the formulation of anti-sexual harassment policies in sports organizations.

8. In addition, the Director of Policy, Research and Training (DPRT) of the EOC was invited by the Department of Physical Education of the Hong Kong Baptist University to speak at the symposium “Protect Young Athletes against Sexual Harassment” on 1 February 2018, with about 430 participants attended. Many participants are members of the Coaching Committee, a key target group of the symposium. The EOC will explore collaboration with the Hong Kong Sports Institute about further training to coaches and athletes on preventing sexual harassment.

Education sector – primary and secondary schools

9. The Anti-Sexual Harassment Campaign of the EOC has made good progress on the educator sector in the past few years. In 2013, the EOC organised a total of five seminars and two workshops to equip educational professionals with the knowledge of formulating a sexual harassment policy and handling related complaints. A total of nearly 1,000 educational personnel attended these seminars and workshops, including principals and teachers of primary and secondary schools, and representatives of school sponsoring bodies. The framework for Sexual Harassment Policies in Schools was prepared by the EOC, with a view to providing a structure for schools to develop comprehensive and effective sexual harassment policies. A number of schools and school sponsoring

bodies also invited the EOC to give talks to their teachers at their teacher development days.

10. The EOC conducted the second “Sexual Harassment - Questionnaire Survey for Education Sector” in 2014, which found that a total of 437 responding schools (88%) had developed a policy statement on sexual harassment whereas the findings of the similar Survey in 2013 revealed that only half (53%) had done so. The findings suggest that the advocacy efforts of the EOC Anti-Sexual Harassment Campaign have borne fruits.

11. In addition, the training team of the EOC provided training for the education sector upon their requests. From January to December 2017, the training team provided a total of 16 training sessions covering sexual harassment for 2,367 staff and students of kindergartens, primary and secondary schools.

Education sector – tertiary education

12. In 2018-19, the EOC’s Anti-Sexual Harassment Campaign in the education sector will focus on preventing sexual harassment on university campus. All ten universities in Hong Kong have developed their anti-sexual harassment policies. While news reports of sexual harassment at universities were heard from time to time, including man on man sexual harassment, the prevalence of sexual harassment on university campus is not known.

13. In order to collect data about the nature, prevalence and reporting of sexual harassment in a university setting, the EOC will conduct an online questionnaire survey targeting full-time university students in Hong Kong at or above the age of 18. Nine universities agreed to

collaborate with the EOC in this study. They are: the University of Hong Kong, the Chinese University of Hong Kong, the Open University of Hong Kong, City University of Hong Kong, the Hong Kong University of Science and Technology, the Baptist University of Hong Kong, the Hong Kong Polytechnic University, the Education University of Hong Kong and Lingnan University. These universities will send email to their full-time undergraduate and post-graduate students in late March 2018, inviting them to participate in the EOC survey with a link to an online questionnaire webpage.

14. The data collected in this survey will be analysed to understand the prevalence and nature of sexual harassment on campus and to examine the effectiveness of policies and services that address the issue. In the light of the findings, the EOC will liaise with the collaborating universities to see what kind of strategy should be adopted by the EOC and the individual university to prevent sexual harassment and to provide training to university students and staff.

15. In addition, the EOC has collaborated with 13 tertiary institutions to promote an online training module on “Preventing Sexual Harassment on Campus”. Since the launching of the training module in July 2007, 8,125 students and staff members have used the training module till end of December 2017. As the online training module has been set up for 10 years and the Sex Discrimination Ordinance (Cap. 480) (SDO) has been amended in 2008 and 2014, it is time to review the module. If resources allow, it is planned to revamp the online training module this year or next.

16. In addition, the Workshop for University Student Leaders – Play Smart: Say NO to Sexual Harassment has been organized by the EOC for three consecutive years since 2015, in order to raise the awareness of student leaders on the prevention of sexual harassment in organising

student activities, such as freshmen orientation camps.

17. Furthermore, the training team of the EOC provided 55 training sessions covering sexual harassment for 2,693 academic staff members, administrative staff members and students of universities and tertiary institutions.

Disciplined services

18. In 2016, a video showing two suspected firemen being bullied to expose their private parts went viral online. Such bullying of a sexual nature suggests that sexual harassment may have occurred in the Fire Services Department (FSD) again, after some online pictures of two separate incidents were leaked in 2015. The Chairperson of the EOC wrote to the Director of Fire Services in 2015 and 2016 respectively after such news were reported in the press, emphasising the need to formulate an anti-sexual harassment policy and the importance of making sure every staff member of the FSD is aware of his/her rights under the SDO. In response, the FSD invited DPRT to give three talks on the prevention of sexual harassment to about 600 staff altogether in 2015. In 2016, the FSD invited our training officer to give three talks to about 450 staff of the FSD on promoting equal opportunities in the workplace in October and November 2016, and sexual harassment was one of the topics covered.

19. On top of training, the FSD has also sought the advice of the DPRT on their draft Departmental Policy for Sexual Harassment, Bullying and Violence in the Workplace in December 2016.

20. The Hong Kong Police Force has also consulted the EOC when they established their own procedures for handling complaints of sexual

harassment. In addition, the DPRT was invited as one of the speakers in a seminar about gender sensitivity and sexual harassment by the Police College in 2016.

21. The training team of the EOC conducted both training on sexual harassment and on all four discrimination ordinances which include the topic of sexual harassment for various disciplined services upon their request. The number of such trainings for disciplined services for the past three years (2015-17) is shown in Annex.

Equal Opportunities Commission
March 2018

Training Sessions on Sexual Harassment Provided to Disciplinary Services (2015 - 2017)

| | Department | Introduction to anti-discrimination ordinances (including provisions on sexual harassment) | On Sexual Harassment only |
|------|----------------------------------|---|----------------------------------|
| 2015 | Correctional Services Department | 5 | 0 |
| | Customs and Excise Department | 4 | 0 |
| | Fire Services Department | 0 | 3 |
| | Hong Kong Police Force | 5 | 0 |
| | Immigration Department | 0 | 0 |
| | Civil Aid Service | 0 | 0 |
| | Auxiliary Medical Service | 0 | 0 |
| | Government Flying Service | 0 | 0 |

| | | | |
|------|----------------------------------|---|---|
| 2016 | Correctional Services Department | 3 | 0 |
| | Customs and Excise Department | 4 | 0 |
| | Fire Services Department | 3 | 0 |
| | Hong Kong Police Force | 5 | 0 |
| | Immigration Department | 0 | 0 |
| | Civil Aid Service | 0 | 0 |
| | Auxiliary Medical Service | 0 | 0 |
| | Government Flying Service | 0 | 0 |

| | | | |
|------|----------------------------------|---|---|
| 2017 | Correctional Services Department | 2 | 0 |
| | Customs and Excise Department | 8 | 0 |
| | Fire Services Department | 0 | 0 |
| | Hong Kong Police Force | 0 | 0 |
| | Immigration Department | 0 | 0 |
| | Civil Aid Service | 0 | 0 |
| | Auxiliary Medical Service | 0 | 0 |
| | Government Flying Service | 0 | 0 |

Statistics on staff turnover in the Complaint Services Division of EOC in the past five years

1. Currently the Complaint Services Division (CSD) has a staff establishment of 26 posts, comprising 1 director, 21 officers and 4 clerical support staff.
2. Resignees and new appointees of the CSD in the past 5 years are as below ^{Note 1}:

| Year \ Rank | | Rank | | | | | Total |
|-------------------------|----------------|---------------------|---------------------|----------------|---------|--|-------|
| | | Director | Chief Officer | Senior Officer | Officer | Assistant Officer/ Assistant Enquiry Service Officer | |
| 2013 | Resignees | - | - | - | - | 2 | 2 |
| | New appointees | - | - | - | - | 9 | 9 |
| 2014 | Resignees | 1 | 1 ^{Note 3} | - | - | 2 | 4 |
| | New appointees | - | - | 1* | - | - | 1 |
| 2015 | Resignees | - | - | - | 4 | 3 | 7 |
| | New appointees | 1 | - | - | 5 | 2 | 8 |
| 2016 | Resignees | - | - | 1 | 3 | 2 | 6 |
| | New appointees | - | - | - | 3 | 3 | 6 |
| 2017 | Resignees | 1 ^{Note 2} | - | 3 | 2** | 4 | 10 |
| | New appointees | - | - | 2 | 3 | 2 | 7 |
| 2018 (up to March 2018) | Resignees | - | - | 1 | 1 | - | 2 |
| | New appointees | - | - | 1 | - | 3 | 4 |

* Including 1 staff member who transferred to the CSD upon promotion from another division/unit.

** Including 1 staff member who transferred from the CSD to another division/unit.

Note 1: No resignation from clerical support staff is recorded in the past 5 years.

Note 2: The resignation of 1 Director in 2017 took effect on 30 December 2017.

Note 3: The vacancy of 1 Chief Officer occurred in November 2014 was filled by 1 Senior Officer by way of internal promotion in 2015.