

立法會
Legislative Council

LC Paper No. CB(2)1427/18-19(06)

Ref : CB2/PL/CA

Panel on Constitutional Affairs

**Updated background brief prepared by the Legislative Council Secretariat
for the meeting on 20 May 2019**

**Briefing by the Chairperson of the Equal Opportunities Commission on the
work of the Equal Opportunities Commission**

Purpose

This paper gives a brief account of the major issues raised by members when the Panel on Constitutional Affairs ("the Panel") received briefings on the work of the Equal Opportunities Commission ("EOC") by its Chairpersons.

Background

2. Established under the Sex Discrimination Ordinance ("SDO") (Cap. 480) on 20 May 1996, EOC is a statutory body responsible for the implementation of SDO, the Disability Discrimination Ordinance (Cap. 487), the Family Status Discrimination Ordinance (Cap. 527) and the Race Discrimination Ordinance (Cap. 602). EOC comprises the Chairperson and up to 16 members. The authority of appointment of the Chairperson and members rests with the Chief Executive who shall determine the remuneration and the terms and conditions of appointment of the Chairperson. Under section 63 of SDO, the Chairperson shall be appointed on a full-time basis whereas other members of EOC may be appointed on a full-time or part-time basis.

3. The post of the Chairperson of EOC, which has the executive responsibility for the overall operation and management of EOC, is pitched at the rank equivalent to Point 8 on the Directorate Pay Scale of the Civil Service. EOC used to have a post of Chief Executive Officer ("CEO") which was pitched at the rank equivalent to Point 3 of the Directorate Pay Scale, but the post was deleted in July 2000. The responsibility of the CEO post was then shared between the Chairperson and the Director (Planning and Administration) of EOC.

4. In Chapter 3 of Report No. 52 of the Director of Audit tabled at the Legislative Council ("LegCo") on 22 April 2009, the Audit Commission has recommended that the Secretary for Constitutional and Mainland Affairs should

expedite action to take forward the proposal of separation of the posts of the Chairperson and CEO of EOC which was recommended both in the report of the Independent Panel of Inquiry on the Incidents Relating to EOC as well as the reports of two internal reviews conducted by EOC. The Administration subsequently decided that the post of CEO at the level of Point 3 of the Directorate Pay Scale should be reinstated to oversee the administrative and operational matters, and to strengthen the governance of EOC. The post of CEO was filled in December 2015 and renamed as Chief Operations Officer ("COO").

5. On 22 March 2019, the Government announced the appointment of Mr Ricky CHU Man-kin as the new Chairperson of EOC for a term of three years commencing on 11 April 2019 to succeed Prof Alfred CHAN Cheung-ming, the former EOC Chairperson.

Relevant issues raised by the Panel

6. It has been the established practice for the Chairpersons of EOC to brief the Panel on EOC's work on a regular basis. Prof Alfred CHAN Cheung-ming last briefed the Panel on the work of EOC at the meeting on 14 February 2018.

Operation of the Equal Opportunities Commission

7. Some members expressed concern about the effectiveness of the legal assistance service provided by EOC to complainants. They criticized that the Legal Service Division ("LSD") of EOC rarely arranged lawyers to meet with complainants or aggrieved parties, and it often failed to provide complainants with detailed reasons for rejecting their requests for legal assistance. These members were concerned that a relatively small number of court cases was handled by the in-house lawyers of LSD and a substantial proportion of EOC's legal work was outsourced to lawyers in private practice. They also expressed concern that most of the complaint cases handled by EOC in 2017 were dismissed by EOC as unsubstantiated or left unsettled.

8. Prof Alfred CHAN Cheung-ming, the former EOC Chairperson, explained that EOC's approach in handling complaints was primarily conciliatory, though it was empowered to take legal action should conciliation efforts fail. LSD was responsible for providing legal analysis, including determining whether or not the complaints concerned involved unlawful acts under the four anti-discrimination ordinances, to facilitate decisions to be made on whether or not assistance should be rendered to the applicants. Prof CHAN pointed out that apart from providing legal assistance to the complainants, in-house lawyers of EOC also had to provide legal support for internal operation as well as legal support for organizations in the public/private sectors in drawing up their anti-

discrimination guidelines. He stressed that EOC's arrangement of engaging lawyers in private practice was in the best interest of the complainants or aggrieved parties, as those lawyers might possess the relevant expertise to better represent them in the court.

9. Prof Alfred CHAN Cheung-ming informed members that EOC had embarked on a comprehensive review of its complaint-handling functions since December 2017 to examine the entire process of complaint-handling and providing legal assistance, with a view to maintaining and enhancing the quality of EOC's services. The review was expected to be completed around mid-2018. At the meeting on 14 February 2018, the Panel passed a motion urging the Government to set up an independent committee to review the overall operation of EOC and make improvement recommendations. The Administration's written response to the motion is in **Appendix I**.

10. Members noted that EOC had appointed a Chief Project Manager ("CPM") to oversee the aforementioned process review for EOC. Some members expressed grave concern that the incumbent CPM, who was a former Assistant Director of Health, lacked the relevant experience in enforcing anti-discrimination and human rights laws, and questioned his suitability for the position of CPM.

11. Prof Alfred CHAN Cheung-ming advised that the EOC Board had conducted an open recruitment exercise to fill the position of CPM. The relevant recruitment process was conducted by a selection panel formed under the EOC Board. The incumbent CPM was selected for appointment because of his relevant experience in handling complaints and management.

12. Some members were also concerned about the high staff turnover of the Complaints Services Division ("CSD") of EOC. At the Panel's request, EOC provided in March 2018 the statistics of staff turnover in CSD in the past five years (**Appendix II**).

Outlawing discrimination on the ground of sexual orientation and gender identity

13. Some members considered that the Administration had not been proactive in eliminating discrimination on the ground of sexual orientation and gender identity, and urged EOC to engage in active discussion with all relevant stakeholders on how the rights of sexual minorities could be protected. They also requested EOC to step up efforts in eliminating some people's misunderstanding that enactment of the legislation against discrimination on grounds of sexual orientation and gender identity would lead to "reverse discrimination".

14. Some members considered that granting marriage rights to transgender persons would have far-reaching implications on the marriage systems and views of different stakeholders other than sexual minority groups should be consulted before EOC formed stances on the issue. Dr York CHOW Yat-ngok, the Chairperson of EOC from 2013 to 2016, considered that Hong Kong should initiate discussion on issues like "same-sex marriage" and "civil unions" in the light of recent developments such as the legalization of same-sex marriage in some overseas jurisdictions.

15. EOC launched the Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status and published the Study Report in January 2016. At its meeting on 15 February 2016, the Panel received a briefing by Dr York CHOW Yat-ngok on the recommendations of the Study Report. He advised that the study commissioned by EOC indicated that the Hong Kong society and the general public were more supportive of legislating against discrimination on the grounds of sexual orientation and gender identity than before. In particular, there was a significant increase of public support for legislating against discrimination on such grounds in the past 10 years from 28.7% to 55.7%. EOC recommended that the Government should consider launching a public consultation exercise with a view to legislating against discrimination on the grounds of sexual orientation, gender identity and intersex status. Some members urged the Administration to introduce legislation against discrimination on the grounds of sexual orientation, gender identity and intersex status, taking into account the findings of the EOC Study Report. Some other members, however, considered that it was equally important to safeguard the freedom of parental choice of children's religious and moral education under Article 18(3) and (4) of the International Covenant on Civil and Political Rights, as well as the freedom of religious belief under Article 32 of the Basic Law. They considered that legislating against discrimination on the ground of sexual orientation might result in "reverse discrimination".

16. At the same Panel meeting, the Chairperson of the former Advisory Group on Eliminating Discrimination against Sexual Minorities ("the Advisory Group"), Professor Fanny CHEUNG Miu-ching, was also invited to brief members on the Report of the Advisory Group. One of the recommendations was that an in-depth study on the experience of legislative and non-legislative measures in other jurisdictions should be conducted and issues to be covered should include the implications of legislation on the freedom of religion. The Administration acknowledged that more people in Hong Kong had expressed support for enacting anti-discrimination legislation to protect sexual minorities in recent years. The Administration advised that it would study both the Advisory Group's report and the Study Report of EOC, and would map out the way forward in consultation with different stakeholders.

17. At the Panel meeting on 15 May 2017¹, the Administration advised that as recommended by the Advisory Group, it was conducting a further study on the experience of other jurisdictions in tackling such discrimination through legislative and non-legislative measures. The study was expected to be completed by the end of 2017. The Administration would examine the findings of the study and draw up a plan for its next stage of work.

18. At the Panel meeting on 14 February 2018, members noted that EOC was supportive of introducing comprehensive gender recognition legislation to address the rights and obligations of transgender people. Some members were concerned that if schools run by religious organizations had to adopt a gender recognition system to implement arrangements to accommodate transgender students, it might contravene Article 141 of the Basic Law² and some religious organizations might then be unable to run schools according to their previous practice. Prof Alfred CHAN Cheung-ming explained that EOC aimed to protect the equal rights of those with different gender identities, and it was not EOC's intention to interfere with the administration of individual schools.

Anti-Sexual Harassment Campaign

19. Some members expressed concern that the problem of sexual harassment remained serious and enquired about the latest progress of EOC's Anti-Sexual Harassment Campaign, particularly in respect of the education and sports sectors as well as the disciplined services.

20. According to EOC, the Anti-Sexual Harassment Campaign had been implemented since 2012. As for the education sector, EOC had been encouraging schools to develop guidelines on the formulation of policies for preventing sexual harassment, by collaborating with the Education Bureau to conduct workshops and seminars to school principals and discipline masters/mistresses. The proportion of schools having developed such guidelines had risen from around half in 2014 to over 90% in 2018. The policies on

¹ The Panel discussed the progress of work of the Government in tackling discrimination on grounds of sexual orientation and gender identity with the Administration on 15 May 2017. Members noted that apart from the abovementioned study on the experience of other jurisdictions, the Administration had been actively taking forward the Advisory Group's other recommendations which included:

- providing training resources for personnel in specific fields;
- enhancing publicity campaign;
- reviewing support services provided to the sexual minorities by different organizations; and
- drawing up a charter of non-discrimination of sexual minorities.

² According to Article 141 of the Basic Law, "[r]eligious organizations may, according to their previous practice, continue to run seminaries and other schools, hospitals and welfare institutions and to provide other social services."

preventing sexual harassment formulated by schools under the guidelines would also cover the appointments of agents such as contract coaches and instructors. At the Panel's request, EOC provided supplementary information on the progress of the Anti-Sexual Harassment Campaign in March 2018 (**Appendix III**).

Funding support from the Government

21. When the Panel received a briefing by Prof Alfred CHAN Cheung-ming on 20 June 2016, some members noted with concern that the projected amount of legal fees for 2016-2017 was \$1.75 million against a provision of only \$0.46 million by the Government. Besides, to cover the increase in office rent (about \$5.22 million per annum), EOC had to tap into its reserve to cover the expenditure. Noting that EOC had reinstated the post of COO on the recommendation of the Director of Audit, these members also considered it inappropriate for the Administration to withhold the subvention of \$2.96 million for the post of COO in 2016-2017. They urged the Administration to increase allocation of resources to EOC to ensure that EOC had adequate funding to cover its recurrent expenditure and to maintain smooth operation. The Panel requested the Administration to take note of members' concern regarding the resources constraint of EOC and increase funding provision to EOC as appropriate.

22. At the Panel meeting on 19 April 2017, members reiterated their concern about the adequacy of the Government's allocation of resources to EOC to cover its rental and operating expenditures arising from inflation. The Administration advised that there had been an increase in the annual subvention to EOC. In addition, in 2017-2018, the Administration had included a one-off funding support of \$9.5 million in the proposed subvention for EOC's proposed office relocation and fitting-out work. In response to an enquiry on whether the Administration had planned to provide a permanent office for EOC, the Administration advised that it would carefully consider the relevant proposals from EOC.

23. At the same meeting, the Panel passed a motion urging the Administration to strengthen its support for the work of EOC, and requesting expeditious provision of adequate financial resources for EOC's Ethnic Minorities Unit. The Administration's response to the motion is in LC Paper No. CB(2)1495/16-17(01).

Recent development

24. The new Chairperson of EOC will brief the Panel on the work of EOC at the next meeting on 20 May 2019.

Relevant papers

25. A list of relevant papers which are available on the LegCo website is in **Appendix IV**.

Council Business Division 2
Legislative Council Secretariat
16 May 2019

LC Paper No. CB(2)1009/17-18(01)

Panel on Constitutional Affairs
Motion passed under agenda item V
“Briefing by the Chairperson of the Equal Opportunities Commission”
at the meeting on 14 February 2018

While the Equal Opportunities Commission (“EOC”) is the only statutory body in Hong Kong responsible for promoting and administering affairs relating to equal opportunities, the legal assistance offered by EOC to members of the public over the years has been on the low side, cases involving court proceedings have been rare, a substantial proportion of its legal work has been outsourced, and the administration of EOC is chaotic. Given the aforesaid situation, this Panel urges the Government to set up an independent committee to review the overall operation of EOC and make improvement recommendations, with its membership being drawn from people with anti-discrimination work experience in the legal and academic sectors and in various community groups.

Moved by: Dr Hon Fernando CHEUNG

Response of the Constitutional and Mainland Affairs Bureau

The Equal Opportunities Commission (EOC) has all along been working towards improvement of services and enhancement of efficiency. In the light of feedback from the society and service users, the EOC set up a Review Panel in September 2017 comprising three EOC members (i.e. Dr Maggie KOONG, Dr Trisha LEAHY and Mr Mohan DATWANI) who possess experience in the fields of law or management, in order to steer and oversee two reviews as set out below:

(a) Process Review of Complaint Handling and Legal Assistance Functions

2. The review of complaint handling and legal assistance functions mainly considers whether the EOC’s current process could assist service users effectively. The review will take into account past feedback on complaints handling and legal assistance services, including views from service users, legislative councilors, NGOs and the community.

3. The EOC expects that the review report will offer concrete suggestions and recommendations on improvement measures in various aspects, including analyses on the efficiency and effectiveness of the procedures and the organisation of Complaint Services Division and Legal Service Division, the future work direction of the two divisions, necessary changes to the internal

operational procedures, manpower resources and budgetary requirements. The objective of the review is to further improve the relevant services.

4. To enhance the credibility of the process review, the EOC has invited an ex-High Court Judge to provide high level independent opinion to the Review Panel on a pro bono basis.

(b) Management Structure/Governance Review

5. In 2015, the EOC revamped its management structure, involving the re-alignment of the work of different divisions, the re-ranking of certain senior posts and the reinstatement of the Chief Operations Officer post. The review will assess the effectiveness of the new structure and whether further enhancement is required. The review will also cover governance issues.

6. The EOC expects that the two review reports will be completed by mid-2018. The Constitutional and Mainland Affairs Bureau (CMAB) will seek updates on the progress of the two aforementioned reviews from the EOC at appropriate junctures, and to maintain liaison with the EOC on the support required to follow up on the recommendations.

7. While appointing members to the EOC, the Government has strived to cover a good mix of expertise and representatives from various sectors, including women, persons with disability, ethnic minorities, employers and employees, social services, legal professionals, accounting professionals, academics and education, as well as the community at large, with a view to ensuring that the composition of members could broadly reflect the view points and opinions of the community, thereby facilitating the discharge of the EOC's statutory functions. CMAB takes the view that it is not necessary to separately set up an independent committee at this juncture to review the operation of the EOC.

**Constitutional and Mainland Affairs Bureau
March 2018**

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		Director	Chief Officer	Senior Officer	Officer	Assistant Officer/ Assistant Enquiry Service Officer	Total
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.

LC Paper No. CB(2)1126/17-18(01)

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

**Relevant documents on briefing by
the Chairperson of the Equal Opportunities Commission
on the work of the Equal Opportunities Commission**

Committee	Date of meeting	Paper
Panel on Constitutional Affairs	17.6.2013 (Item IV)	Agenda Minutes
	23.4.2014 (Item IV)	Agenda Minutes
	16.3.2015 (Item IV)	Agenda Minutes
	20.7.2015 (Item III)	Agenda Minutes
	15.2.2016 (Item IV)	Agenda Minutes
	20.6.2016 (Item III)	Agenda Minutes
	20.3.2017 (Item IV)	Agenda Minutes
	19.4.2017 (Item V)	Agenda Minutes
	15.5.2017 (Item V)	Agenda Minutes
	14.2.2018 (Item V)	Agenda Minutes