



How to deal with Sexual Harassment Say “NO”

Let the harasser know that the behaviour is offensive, unacceptable and must stop immediately.

Keep a record

Keep a record of the incident, including the date, times, location, behaviour, witnesses as well as your reactions and feelings.

Seek advice

Seek an advocate such as your supervisor, a student counselor, a residence master, or any other supervisory personnel with whom you feel comfortable. The Gender Equity Officer may also be a source of information regarding general procedures for both informal and formal resolution, but he or she should not hear or advise on details of the case until a formal complaint is filed.

Lodge a Complaint

When informal means fail to resolve a situation, or you believe that only a formal complaint can provide relief, you may lodge a formal complaint in writing to the Director of Human Resources (if you are a staff) or the Director of Student Affairs (if you are a student).



校內輔導及支援

資料

請到 <http://gdc.ust.hk> 瀏覽本校性騷擾政策及處理投訴之程序。

輔導及支援

學生輔導處輔導員，電話：2358 6696。

查詢

電話：2358 8359

電郵：gdc@ust.hk

Counseling and Support on Campus

For information

The University's policy on sexual harassment and procedures for handling complaints can be viewed at <http://gdc.ust.hk>

For counseling and support

Please contact student counselors at 2358 6696.

Enquiries

Tel: 2358 8359

E-mail: gdc@ust.hk



<http://gdc.ust.hk>



香港科技大學
THE HONG KONG UNIVERSITY OF
SCIENCE AND TECHNOLOGY

Knowing Sexual Harassment

A guide for Staff and Students

認識性騷擾
教職員及學生指引





性騷擾政策

香港科技大學致力為學生和教職員提供安全、積極和愉快的環境。因此，我們絕不姑息或容忍任何形式的性騷擾。若有證據顯示大學內有人干犯性騷擾，大學將執行紀律處分。

何謂性騷擾？

性騷擾的定義是涉及性而不受歡迎的行徑，而一個合理的人會預期該位受騷擾者會感到受冒犯、侮辱或威嚇。性騷擾的涵蓋範圍由具威嚇性的性別歧視至性侵犯罪行不等。

性騷擾例子：

- 不受欢迎的性要求，例如猥褻的目光、姿勢、觸摸、抓弄或故意摩擦他人身體；
- 明示或暗示性方面的合作或給予性方面的好處有助某人在就業或學業方面更進一步；
- 不歡迎並涉及性的言語、表情或行為，例如與性有關的帶有貶抑成分或有成見的言論；不斷追問某人的性生活；及
- 涉及性的行徑，製造一個有敵意或具威嚇性的環境，例如在工作場所/課室/學生宿舍說色情或淫褻笑話；展示有性別歧視成份而使人反感的圖片或海報；發出與性有關而不受歡迎的電話、信件、電子郵件，或透過社交網站如Facebook、Twitter或任何其他形式的通信。

如何應付性騷擾？

說「不」

向騷擾者表明立場，告訴騷擾者有關行為為具冒犯性、不受欢迎，必須立即停止。

紀錄事情

將發生的事情紀錄下來，包括日期、時間、地點、行為、証人、以及你的反應和感受。

尋求協助

尋求一名你信任的人士如你部門的主管、學生輔導員、宿舍舍監給予意見和支持。男女平權組長可提供有關作出申訴的資料，但在接獲正式申訴之前，男女平權組長不會聆聽事件詳情，或給予意見。

作出正式投訴

若未能循非正式的途徑解決性騷擾的情況，或你認為只有提出正式申訴才可得到緩解，你可以向人力資源處處長（假如你是教職員）或學生事務處處長（假如你是學生）作出正式的書面投訴。

University Policy on Sexual Harassment

The Hong Kong University of Science and Technology is committed to ensuring a safe, positive and pleasant environment for students and staff alike. We thus do not in any way condone, nor tolerate, any form of sexual harassment. Grounded claims of incidents within the University will lead to disciplinary actions.

What is Sexual Harassment?

Sexual Harassment is unwelcome conduct of a sexual nature in which a reasonable person would anticipate that the subject of attention would be offended, humiliated or intimidated. It can range from intimidating sexist comments to criminal sexual assault.

Examples of Sexual Harassment:

- unwelcome sexual advances – e.g. leering and lewd gestures; touching, grabbing or deliberately brushing up against another person;
- unwelcome requests for sexual favours – e.g. suggestions that sexual co-operation or the toleration of sexual advances may further a person's employment or educational experience;
- unwelcome verbal, non-verbal or physical conduct of a sexual nature – e.g. sexually derogatory or stereotypical remarks; persistent questioning about a person's sex life; and
- conduct of sexual nature that creates a hostile or intimidating environment – e.g. sexual or obscene jokes around the workplace/classrooms/student housing; displaying sexist or other sexually offensive pictures or posters; sexually offensive communication including telephone calls, letter or e-mail, social media network such as Facebook or Twitter, or any other form of communication.