

知識篇

- 性騷擾是指不受歡迎或不為他人接受的、並且與性有關的行為，包括不受歡迎的性挑逗、性要求及其他語言、非語言、視覺或肢體上的性暗示行為。
- 性霸凌是指通過科技或其他工具，基於或利用他人的性取向或性別而對其作出的脅迫行為，不論是肢體、言語還是其他方面的行為，也不論當事人是否在場。

自我保護及求助篇

當覺得自己被性騷擾或性霸凌時：

- 請明確地拒絕對方。
- 請保持冷靜、保留證據、盡快尋求協助，並立即透過相關部門主管或性別平等專員向性別平等委員會提出投訴。
- 您可能會感到害怕、無助或不知所措，這都是正常的心理反應，這時可向相關部門主管、性別平等專員或自己信任的人尋求協助。
- 可以透過性別平等專員或性別平等委員會獲得法律意見及心理健康諮詢之轉介。

溫馨提示：

- 與同事或學生單獨會面時，盡量選擇適當的公共場所；如果在辦公室會面，則將房門打開或者要求對方將房門打開。

性別平等委員會

為推動及監督校內的性別平等工作，澳門大學於2015年成立性別平等委員會。性別平等委員會直接由校長領導，並由職員及學生代表組成。

職責：

- 通過宣傳和教育及其他方式推動大學的性別平等。
- 監督大學的性別平等狀況，並在有需要時協助調查及處理投訴。
- 制定、檢討及修訂處理性別平等事務的指引或其他有關指引。
- 協助制定及實施大學的性別平等計劃。



University of Macau is a place where we learn, work, live and grow together. Let's have a campus of gender equity.

澳門大學是我們共同學習、工作、生活及成長的地方，讓我們為維護性別平等的校園而努力。



Do You Know?

- Sexual harassment is an unwelcome or unwanted conduct of sexual nature, including unwelcome sexual advances, requests for sexual favors, and other verbal, non-verbal, visual, or physical conduct of sexual nature.
- Sexual bullying is any coercive behavior or act against somebody, through the use of any tool, technological or otherwise, based on or by taking advantage of their sexuality or gender regardless whether the behavior or act in question is physical, verbal or otherwise and regardless whether it is carried out in their presence or absence.

Protecting Yourself and Seeking Help

What you can do when facing sexual harassment or sexual bullying:

- Say "no" to any sexual harassment or sexual bullying.
- Be calm and collect evidence from the incident, seek help and report it immediately to the Committee on Gender Equity, through your respective unit head or the Gender Equity Officer.
- It is normal that you may feel nervous and helpless when such an incident occurs to you. Seek help from your respective unit head, the Gender Equity Officer or someone you can trust.
- You may obtain legal advice or staff mental health consultation referral through the Gender Equity Officer or the Committee on Gender Equity.

Tips:

- Try to choose a suitable public place for the one to one meeting with your colleague or student. If not possible, keep the door of the office open or ask to leave it open while the meeting is on.

Committee on Gender Equity (CGE)

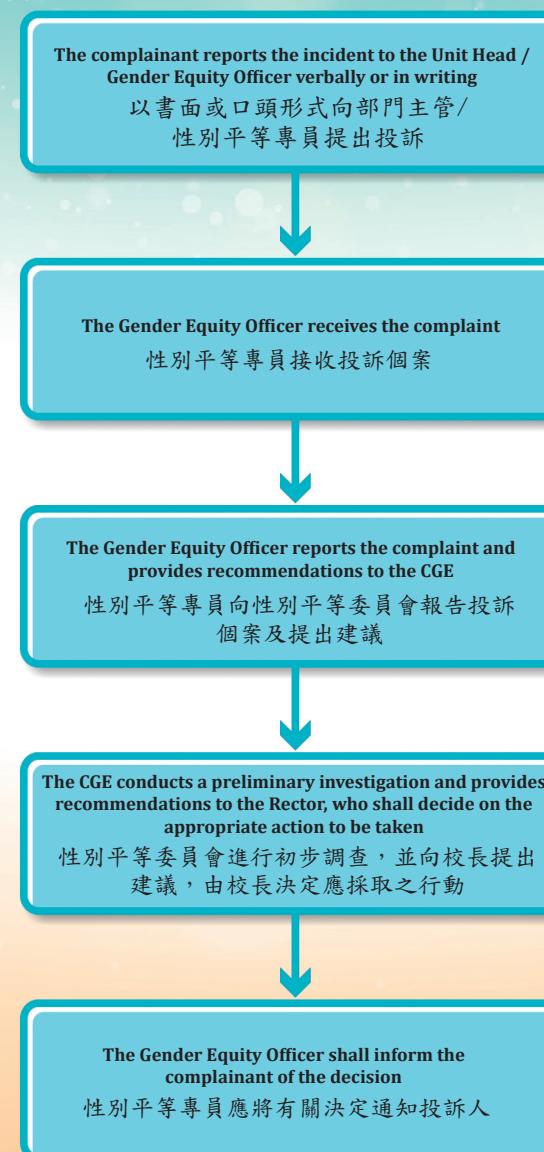
The Committee on Gender Equity (CGE) was established in 2015 to promote gender equity in the University. Led by the Rector, the CGE is composed of representatives of staff and students.

Responsibilities:

- To promote gender equity in the University by way of publicity, education or any other means.
- To monitor the situation of gender equity in the University and assist in the investigation and handling of complaints when necessary.
- To devise, review and modify the guidelines, for handling the gender equity issues or any other related guidelines.
- To assist in instituting and implementing the University's gender equity initiatives.

Procedures for lodging complaints about sexual harassment and sexual bullying:

性騷擾及性霸凌投訴程序：



Resources / 資源篇

Gender Equity Officer / 性別平等專員
Email 電郵 : GE_Officer@um.edu.mo

Committee on Gender Equity / 性別平等委員會
Email 電郵 : gender_equality@um.edu.mo
Webpage 網址 : http://cge.um.edu.mo



UM Security Centre / 澳大保安中心
Tel. 電話 : 8822 4000 (24 hours / 小時)



Guidelines for Handling Sexual Harassment and Sexual Bullying Cases
性騷擾及性霸凌個案處理指引

(intranet only / 只限內聯網)



Staff Mental Health & Development
Consultation Service and Referral Programme
澳大職員心理健康及發展諮詢服務與轉介

(intranet only / 只限內聯網)

The Personnel Statute of the University of Macau
《澳門大學人員通則》



中文版



English Version

Regulations of Personnel Affairs of the University of Macau, Chapter 10 Grievance and Disciplinary Procedures
《澳門大學人事管理規章》第十章冤情申訴及紀律程序



(intranet only / 只限內聯網)