

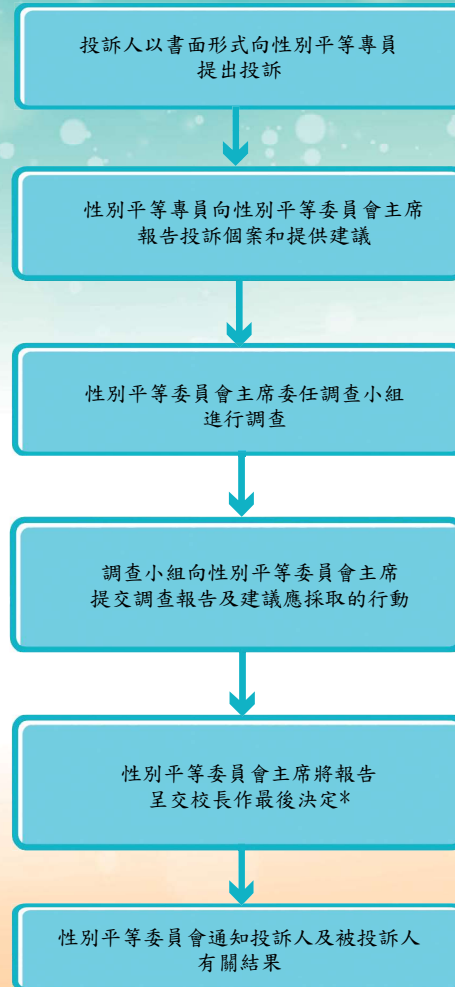


# A Campus of Gender Equity 性別平等的校園

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。

性騷擾、性霸凌或其他違反性別平等的行為之投訴程序：



\*按個別情況，校長可將投訴個案交由校內的申訴及紀律委員會或〈澳門大學學生紀律規章〉規定的紀律處分單位作進一步處理。

## 知識篇

依《澳門刑法典》第一百六十四-A條所示，性騷擾是指使他人被迫忍受性方面的身體接觸，或迫使他人與行為人或第三人進行此行為而騷擾他人者，不論是以身體某部分或物件作接觸。

性霸凌或其他違反性別平等的行為包括不受歡迎或不被接受、並且與性有關的行為，例如：

- 以明示或暗示之方式，從事不受歡迎或不被他人接受且具有性意味或性別歧視之言詞或行為；
- 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威脅之行為，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场。

## 自我保護及求助篇

當覺得自己被性騷擾、性霸凌或被其他違反性別平等的行為侵害時：

- 請明確地拒絕對方。
- 請保持冷靜、盡快尋求協助，並立即向相關部門主管或性別平等專員提出投訴。基於無罪推定原則，建議您保留及提供所有證據，以協助調查。
- 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。



## Do You Know?

According to Article 164-A of the Macau Penal Code, sexual harassment refers to forcing others to endure sexual physical contact, or forcing others to engage in such behavior with the perpetrator or a third person to harass others, regardless the contact is made with a certain part of the body or an object.

Sexual bullying or other behaviors violating gender equity includes behaviors that are unwelcomed or unaccepted and related to sex, for example:

- Language or behavior consists of sexual nature or gender discrimination that is unwelcomed or unacceptable by others, regardless it is by explicit or implicit means;
- Threatening behavior against somebody that is based on or by taking advantage of their sexuality or gender through the use of technology or other tools, regardless whether the behavior in question is physical, verbal or otherwise and regardless whether it is carried out in their presence or absence.

## Protecting Yourself and Seeking Help

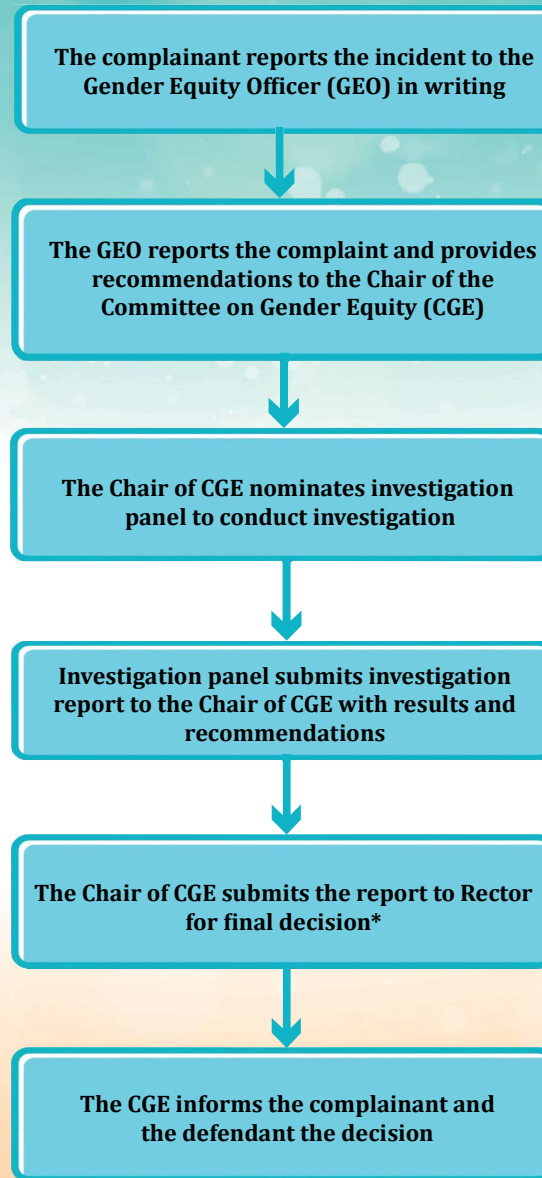
What you can do when you feel that you are confronting with sexual harassment, sexual bullying or other behaviors violating gender equity:

- Say “no” directly.
- Be calm, seek help and file the complaint immediately to the respective unit head or the Gender Equity Officer. Based on the principle of assumption of innocence, you are suggested to collect and provide all evidences in order to assist in the investigation.
- 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.

## Procedures for lodging complaints about sexual harassment, sexual bullying or other behaviors violating gender equity



\*Depending on the situation, the Rector may forward the complaint case to the Grievance and Disciplinary Committee or the disciplinary authorities defined in the "Student Disciplinary Regulations of the University of Macau" for further review or handling.

## 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\_equity@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)

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)