



澳門大學
UNIVERSIDADE DE MACAU
UNIVERSITY OF MACAU

A Campus of Gender Equity 性別平等的校園

August 2022





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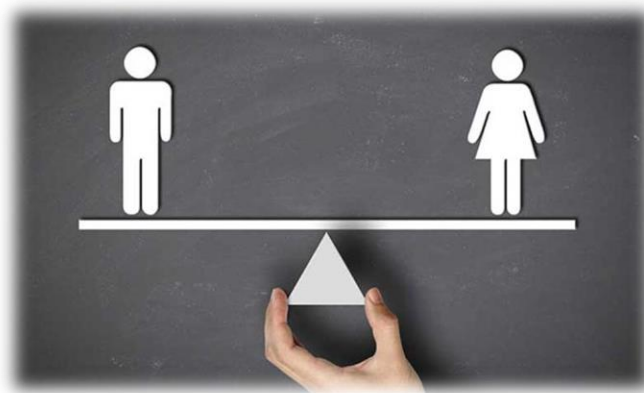
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1. Introduction 簡介

1.1 UM's commitment 澳大的承諾

UM is committed to providing a safe, healthy and pleasant environment for academic pursuits and employment, therefore, UM will not tolerate any form of discrimination or harassment.

大學致力提供一個安全、健康和愉快的學習及工作環境。大學絕不姑息任何形式的歧視或騷擾。





1. Introduction 簡介

1.2 Do you know ? 你知道嗎?

There are lots of members on campus who are from different societies and cultural backgrounds, our basic responsibility is to respect each other, be it working with people of the same sex or opposite sex.

大學內成員眾多，來自不同的社會和文化背景，在不同性別的交往中需要互相尊重、平等相處。





2. Definition 定義

- Macau Penal Code澳門刑法典
- <http://bo.io.gov.mo/bo/i/95/46/codpencn/codpen0001.asp>

(節錄)

第一百六十四-A條 (性騷擾)

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...

(Translation of the extract)

Article 164-A (Sexual Harassment)

Forcing others to endure sexual physical contact, or forcing others to engage in such behaviour 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...



2. Definition 定義

Guidelines for Handling Sexual Harassment and Sexual Bullying Cases / 性騷擾及性霸凌個案處理指引 ([LINK](#))

性騷擾及性霸凌個案處理指引

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

2.2.1 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場；

2.2.2 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。

Guidelines for Handling Sexual Harassment and Sexual Bullying Cases

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

2.2.1 Threatening behaviour 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 behaviour in question is physical, verbal or otherwise and regardless whether it is carried out in their presence or absence;

2.2.2 Language or behaviour consists of sexual nature or gender discrimination that is unwelcomed or unacceptable by others, regardless it is by explicit or implicit means.



In other parts of the world

- UK:

- An offence of harassment already exists under section 2 of the Protection from Harassment Act 1997 (the 1997 Act). A person who pursues a course of conduct which amounts to harassment of another person, and which they know or ought to know amounts to harassment, can face up to six months in prison or an unlimited fine.

(<https://www.gov.uk/government/consultations/creating-an-offence-of-public-sexual-harassment/public-sexual-harassment-consultation>)



In other parts of the world

US

- It is unlawful to harass a person (an applicant or employee) because of that person's sex. Harassment can include "sexual harassment" or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature. (<https://www.eeoc.gov/sexual-harassment>)
- Sexual harassment in the workplace is generally treated as a civil wrong in the U.S. This means that the victim may sue the perpetrator (or, more typically, the employer) in civil court for monetary damages. (For information about civil liability, see our article [Civil Liability](#).) Sexual harassment, as such, is not a crime under state or federal law in the U.S. However, certain *acts* of sexual harassment are also crimes. (<https://www.criminaldefenselawyer.com/resources/is-sexual-harassment-workplace-a-crime.htm>)



Prevention is important

- In the year to September 2021, just **1.3%** of rape cases recorded by police resulted in a suspect being charged (or receiving a summons). This compares to a 7.1% charge rate for all other recorded crimes in the same period. (<https://www.bbc.com/news/uk-48095118>)
- That study concluded that rape trials end in conviction around 35% of the time. Taken together, this means that only about 0.8% of assaults lead to a conviction. (2019年9月15日)
<https://www.dallasnews.com/opinion/commentary/2019/09/15/why-are-we-so-bad-at-prosecuting-sexual-assault/>



Sexual Harassment Can Happen to **ANYONE**

- It can happen to men or women.
- It can be carried out by anyone of the same sex or a different sex.





3. Examples 例子

behaviours involved with sexual element or implication including:
帶有性的成分、色彩或含意的行徑，可以包括：

- a) Physical 身體動作
- b) Visual 視覺上
- c) Verbal 言語上
- d) Implicit and indirect behaviours
隱晦和間接的行為
- e) Deliberate or undeliberate behaviours
刻意或不經意的行為
- f) Once or frequent behaviours
一次或經常的行為





3. Examples 例子

Common forms of sexual harassment, sexual bullying or other behaviours violating gender equity :

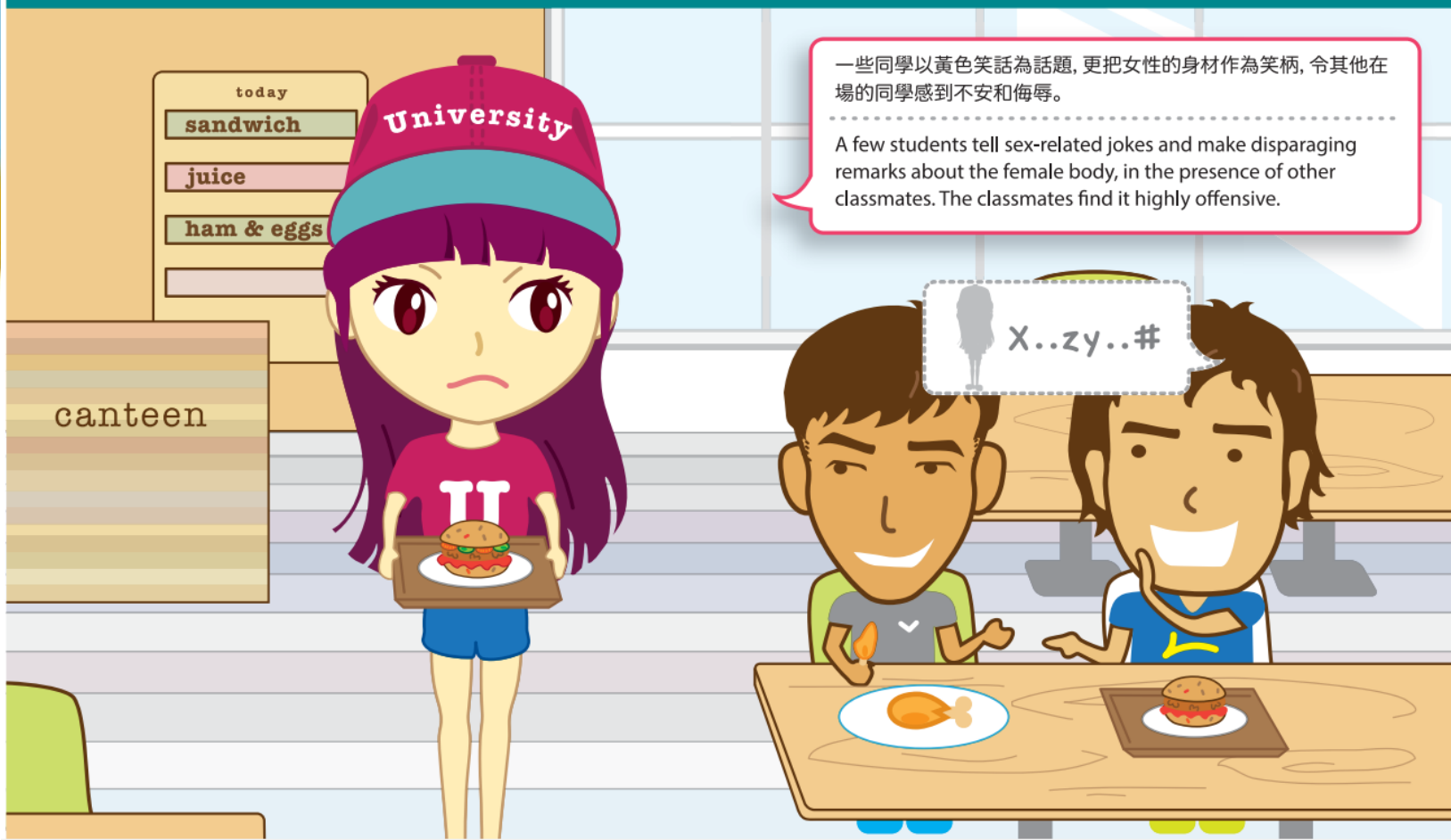
常見的性騷擾、性霸凌或其他違反性別平等的行為:

- a) Physical: Touching, grabbing or deliberately brushing up against another person
身體接觸：如搭肩膀、掃背、搓手
- b) Verbal: Sex-related jokes or comments
言語接觸：如色情笑話、與性有關的評論
- c) Non-verbal: staring, indecency or lewd gestures
非言語的行為：如挑逗或淫褻動作
- d) Threats for sex: Affect a person's career or academic status
以性作為要脅的行為：影響事業或成績
- e) Hostile or intimidating environment
敵意或具威嚇性的環境



3. Examples 例子

帶有性方面影射的評論 *Comments with sexual innuendoes*





3. Examples 例子

展示使人反感或色情的資料如照片、海報或文字
Displays of offensive or pornographic materials such as photos, posters or texts

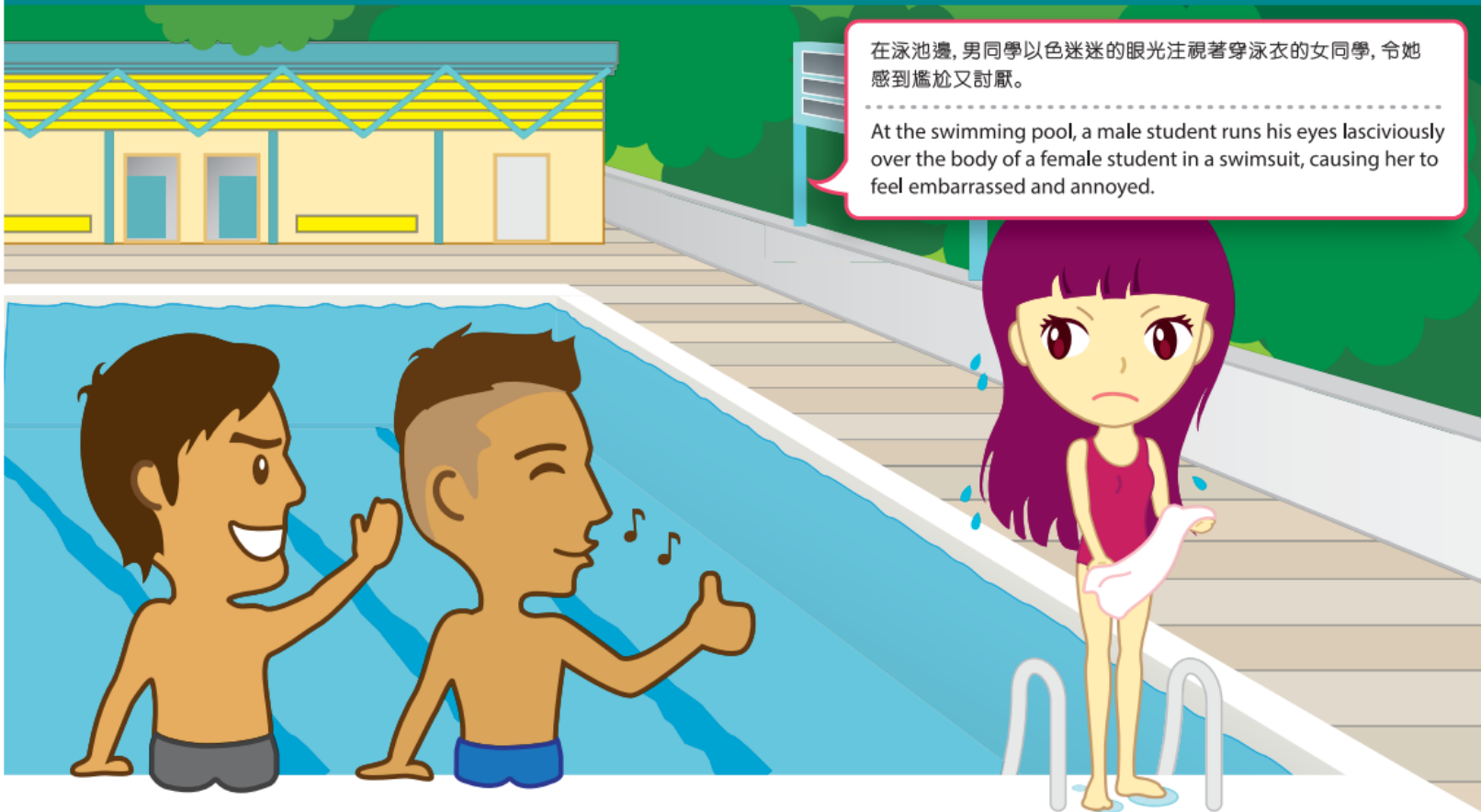




3. Examples 例子

盯著或色迷迷的看著別人或其身體部位

Staring or leering at a person or at parts of his/her body





3. Examples 例子

使人反感的涉及性的通訊資料 (信件、電話、傳真、電郵等)

Offensive communications of a sexual nature (letters, phone calls, faxes, e-mail messages, etc.)





3. Examples 例子

涉及性的言論或笑話 Sexual comments or jokes





3. Examples 例子

性方面的提議，或是給予對方壓力來達到性的要求 *Sexual propositions or other pressure for sex*





3. Examples 例子

猥褻姿勢或不恰當的觸摸 *Obscene gestures or inappropriate touching*

瑪莉和同事家強討論工作時，發覺熱心的家強刻意地把身體挨著她，又把手臂放在她的肩膀上，瑪莉感到不安及尷尬卻又不敢吭聲。

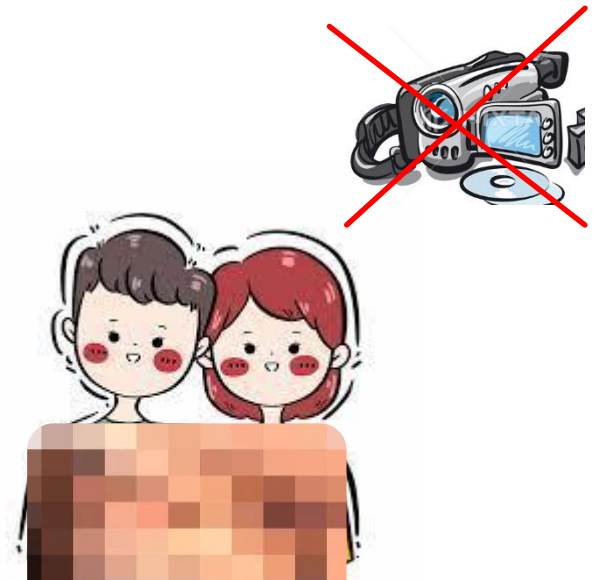
When Mary is discussing her work with Vincent, her colleague, being a warm-hearted person, he leans his body against her and lays his arm on her shoulder. Mary is too frightened to object to such behaviour.





3. Examples 例子

以派對為由，借故靠近作不恰當的接觸
Inappropriate touching during party or gathering



向戀愛對象提出不當要求
Raise improper requests to your partner



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4. Behaviours violating gender equity & cyber age 違反性別平等的行為與網絡時代





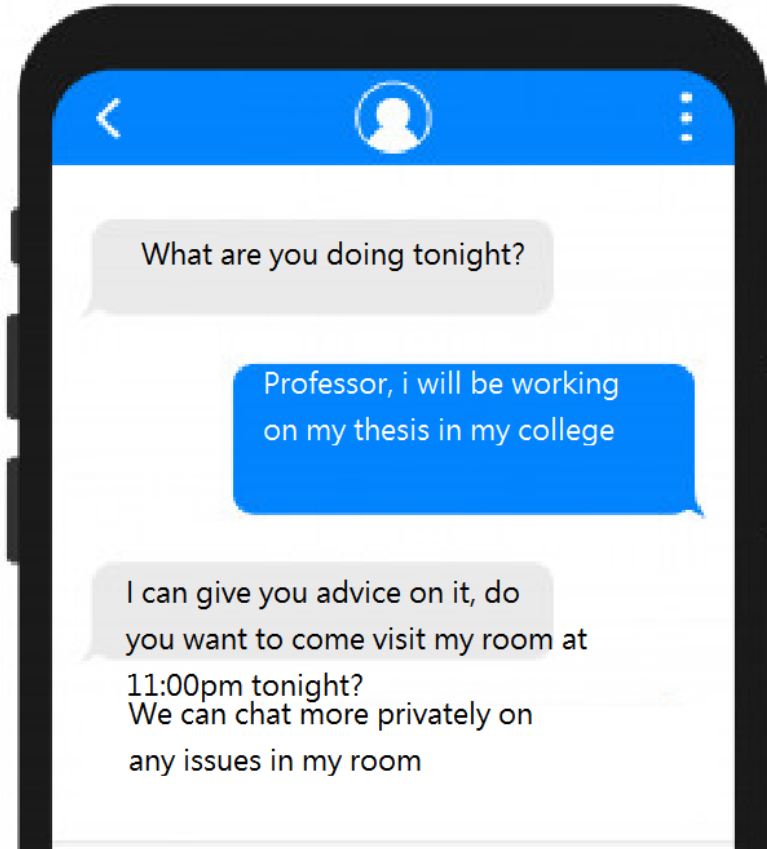
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4. Behaviours violating gender equity & cyber age 違反性別平等的行為與網絡時代

Requesting Improper Private Chats 要求不恰當的私人聊天

An academic staff is inviting his student to visit his room at inappropriate timeslot, requesting private chat

一名教學人員邀請他的學生在不適當的時間段到訪他的房間，請求私聊





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4. Behaviours violating gender equity & cyber age 違反性別平等的行為與網絡時代

Inappropriate behaviour in online learning environment 線上學習環境中的不當行為

A student has sexually offensive behaviour in zoom class
一名學生在ZOOM課堂中作出具性含意的不當行為





5. Common Misconceptions 一般的誤解

- a) When a person put on a sexy outfit or seemingly overly enthusiastic to other people would be an encouragement for committing the crime, so he/she has to take part of responsibilities.
衣著打扮較性感或行為舉止較熱情的人有鼓勵別人犯罪之嫌，所以他/她亦需負上部分責任。
- b) People usually make sexual jokes just for show off their humorous side, he/she has no intention to offend or harass other people.
別人大談黃色笑話，只為突顯個人的幽默感，並沒有任何冒犯或騷擾他人的意圖。
- c) The consequences are less serious than sexual assault. Making a complaint may be taunted by other people so it is better not make a fuss over it.
後果並沒有像性侵犯般嚴重，舉報的話別人可能會出言奚落，所以無謂小題大做。



5. Common Misconceptions 一般的誤解

- d) Only happens to women, men are safe.
只會發生在女性身上，不會發生在男性身上。
- e) This is my way to express my love.
我只是表達愛意。
- f) Usually happens between unfamiliar people.
多發生在陌生人間。



6. How to protect yourself 如何保護自己



應該



對性騷擾
說“不”



清晰表達自己
對性騷擾的
顧慮/感受



尊重他人對
性騷擾的
感受



如需單獨會面，
應盡量在公眾
場所進行



注意身體接觸
或語言的文化
差異



當遇到性騷擾情況
時，保持冷靜、保
留證據(如信息截圖)



留意身邊人是否需
要協助，並轉介予
性別平等委員會



6. How to protect yourself 如何保護自己



不應該



對性騷擾逆來順受，
保持沉默



當遇到性騷擾情況時，
自我埋怨



在不適宜的時間和
地點單獨會面
(如深夜時份在學生宿舍、
職員宿舍或旅館客房間)



作出或鼓勵疑似
性騷擾的言行





7. Reporting Mechanism 通報機制

You can report the case to 你可以向他們通報:

Your
Residential College
你的書院

Your
Faculty
你的學院

The Committee on
Gender Equity
性別平等委員會

Student Affairs
Office
學生事務部





7. Reporting Mechanism 通報機制

When in an emergency 遇到緊急情況:

1. Keep Calm 保持冷靜
2. Ensure your own safety 確保自己人身安全
3. Leave the scene right away & seek help 儘快離開現場，並尋求協助
4. Call the University's Security Centre at 8822-4000 (24 hrs) for assistance or call the Police at 999 for serious conditions 向大學保安中心（電話：8822-4000）求助；危急情況下，致電999報警



7. Reporting Mechanism 通報機制

When in an emergency 遇到緊急情況:

Video Sharing (Source: 司法警察局)

<https://m.youtube.com/watch?v=vG6NW9TK0C8>





8. Committee on Gender Equity (CGE) of UM 澳大性別平等委員會

Established to promote gender equity in the University, the CGE is composed of the representatives of academic staff, RC staff, administrative staff and students.

主席
Chair

Mr. Pang Chap Chong, Paul (Dean of Students) 彭執中先生，學生事務長

當然成員
Ex-officio Member

Gender Equity Officer – Prof. Chang Sio Nga, Kay, FSS
性別平等專員 – 曾子雅教授，社會科學學院

成員
Member

Staff representatives 職員代表

- Dr. Lau Ion Tong, CKPC 劉潤東博士，曹光彪書院
- Prof. Lei Lai Cheng, Victoria, FAH 李麗青教授，人文學院
- Dr. Chu Caixia, CKLC 褚彩霞博士，張崑崙書院
- Ms. Chu Yun Pik, Marion, SAO 朱婉璧小姐，學生事務部
- Mr. Liu Man Fai, Andrew, FHS 廖文輝先生，健康科學學院
- Ms. Choi Sut Ian, Bonnie, OSA 徐雪茵女士，體育事務部

Student representatives 學生代表

- Ms. Yang Lin, UMPA 楊琳小姐，澳大研究生會代表
- Mr. Pun Wai In, Ivan, UMSU 潘偉彥先生，澳大學生會代表

法律顧問
Legal Consultant

Dr. Leong Cheng Hang, FLL 梁靜姮博士，法學院

秘書
Secretariat
Support

Ms. Lee Ian Teng, Carolina, ADMO-HRS 李欣婷小姐，人力資源處



8. Committee on Gender Equity (CGE) of UM 澳大性別平等委員會

What we do...

Promotion &
education
宣傳及教育

Monitor
監督

Handle
Complaints
處理投訴

Devise
Guidelines
制定指引

implement
gender equity
initiatives
實施性別平等
計劃

Handling of Complaint Procedures

處理投訴的程序



*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 investigation or handling.

*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調查或處理。

The complainant reports the incident to the Gender Equity Officer (GEO) in writing
投訴人以書面形式向性別平等專員提出投訴

The GEO reports the complaint and provides recommendations to the Chair of the Committee on Gender Equity (CGE)

性別平等專員向性別平等委員會主席報告投訴個案和提供建議

The Chair of CGE nominates investigation panel to conduct investigation
性別平等委員會主席委任調查小組進行調查

Investigation panel submits investigation report to the Chair of CGE with results and recommendations
調查小組向性別平等委員會主席提交調查報告及建議應採取的行動

The Chair of CGE submits the report to Rector for final decision*
性別平等委員會主席將報告呈交校長作最後決定*

The CGE informs the complainant and the accused the decision
性別平等委員會通知投訴人及被投訴人有關結果



澳門大學

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Contact Points 聯絡方式

Committee on Gender Equity (CGE)

性別平等委員會

Email 電郵: gender_equity@um.edu.mo

Webpage 網頁: <https://cge.um.edu.mo/>



Gender Equity Officer

性別平等專員

Email 電郵: GE_Officer@um.edu.mo