



澳門大學
UNIVERSIDADE DE MACAU
UNIVERSITY OF MACAU

A Campus of Gender Equity 性別平等的校園

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Committee on Gender Equity
性別平等委員會

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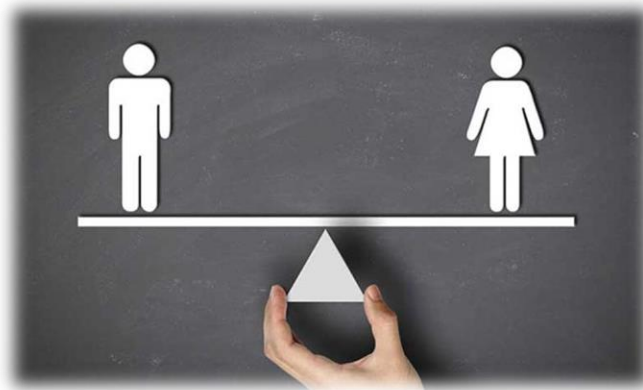
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1. Introduction 簡介

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.



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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

Source: CUHK 香港中文大學



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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.)

偉文在網上下載了一些不雅照片，並把該照片轉載給同學。
Raymond downloads some pornographic photos from the internet and forwards them to his classmates.





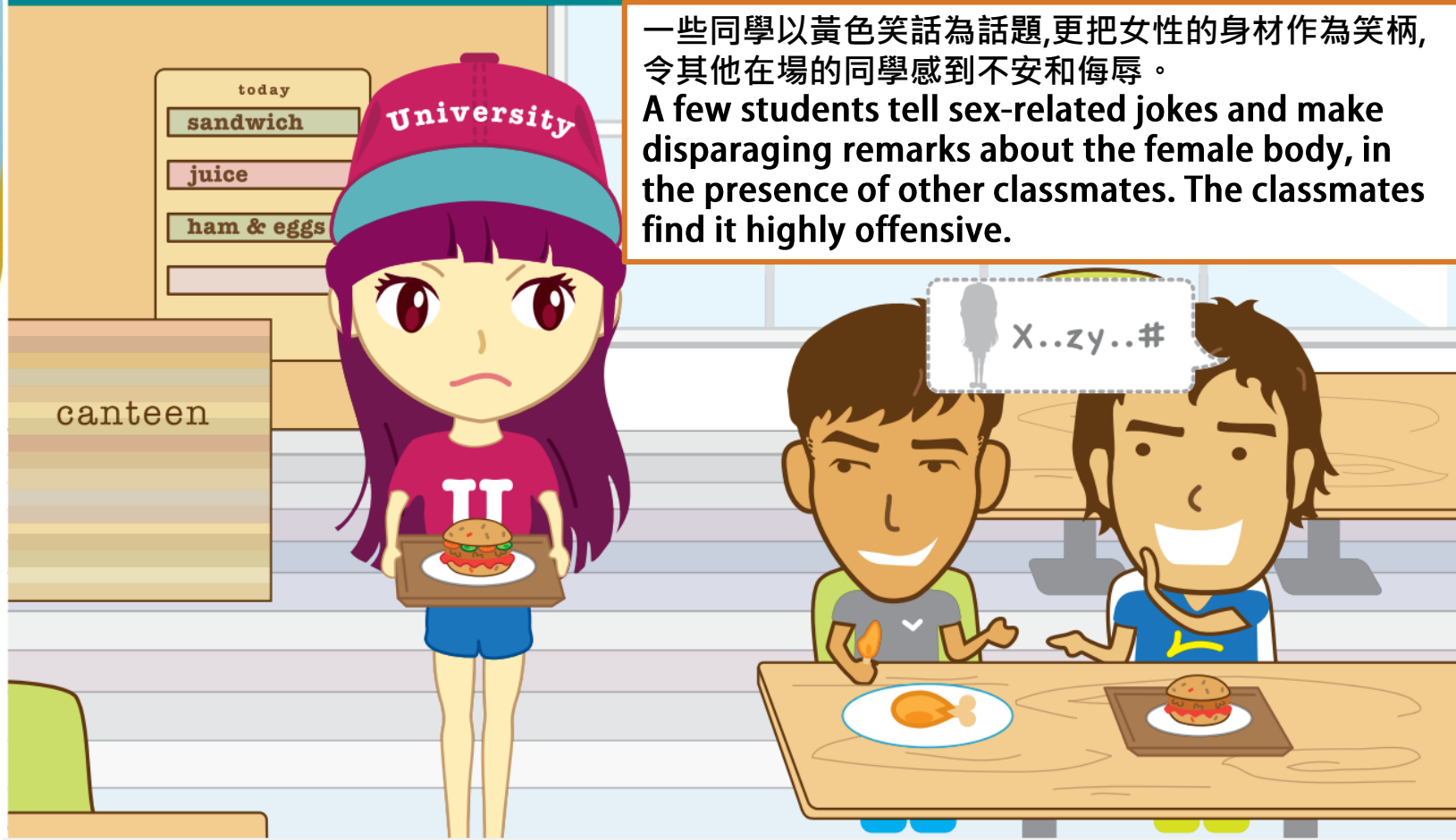
3. Examples 例子

Source: CUHK 香港中文大學

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

一些同學以黃色笑話為話題,更把女性的身材作為笑柄,令其他在場同學感到不安和侮辱。

A few students tell sex-related jokes and make disparaging remarks about the female body, in the presence of other classmates. The classmates find it highly offensive.





3. How about this? 什麼不對?

Source: CUHK 香港中文大學

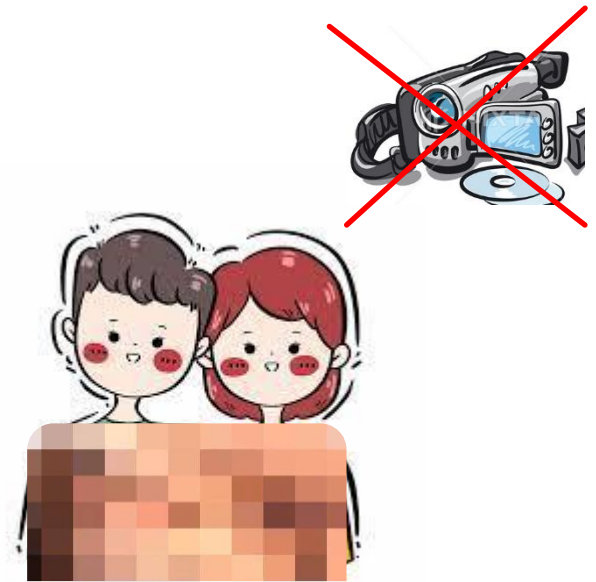
性方面的提議，或是給予對方壓力來達到性的要求
Sexual propositions or other pressure for sex





3. Examples 例子

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



4. 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



4. 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





5. 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





5. 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

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

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 Ms. LU Ching Hui, Diane, CYTC
性別平等專員 – 呂靜慧女士，鄭裕彤書院

成員
Member

Staff representatives職員代表

- Prof. LEI Lai Cheng, Victoria, FAH 李麗青教授，人文學院
- Prof. LOK Man Hoi, FST 陸萬海教授，科技學院
- Dr. CHU Caixia, CKLC 褚彩霞博士，張崑崙書院
- Ms. CHU Yun Pik, Marion, SAO 朱婉璧女士，學生輔導處
- Mr. LIU Man Fai, Andrew, FHS 廖文輝先生，健康科學學院
- Ms. PUN Nga Ian, Priscilla 潘雅茵女士，圖書館資源及發展處

Student representatives學生代表

- Ms. ZHANG Yi Nuo, UMPA 張一諾女士，澳大研究生會代表
- Mr. KAM Chon U, UMSU 甘晉譽先生，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 李欣婷女士，人力資源處



6. 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



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

保留證據

Collect Evidence

*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。



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