

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

The complainant lodges the complaint to the Committee on Gender Equity (CGE) in writing

CGE may arrange meeting(s) with the complainant and/or accused to understand the case

The Chair of CGE nominates investigation panel to conduct investigation

Investigation panel submits investigation report to the Chair of CGE with results and recommendations

The Chair of CGE submits the report to Rector for final decision\*

The CGE informs the complainant and the accused the decision

## 聯絡方式 Contact Points

性別平等委員會  
Committee on Gender Equity

電郵 Email:  
gender\_equity@um.edu.mo

網址 Webpage:  
<http://cge.um.edu.mo>



性別平等專員 Gender Equity Officer

電郵 Email: GE\_Officer@um.edu.mo

澳大學生輔導服務  
UM Student Counselling Service

電郵 Email:  
sao.counsellor@um.edu.mo

網址 Webpage:  
<https://scs.sao.um.edu.mo/>

地點 Location:  
Room 2009, 2nd Floor,  
Student Activity Centre (E31)  
學生活動中心 (E31) 二樓 2009 室  
電話 Tel.: 8822 9000



澳大職員心理健康及發展  
諮詢服務與轉介

Staff Mental Health &  
Development Consultation  
Service and Referral  
Programme



(需登入帳戶/Login ID required)

澳大保安中心 / UM Security Centre

電話 Tel.: 8822 4000 (24 hours)

A Campus of GENDER EQUITY  
性別平等的校園



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

澳門大學是我們一起學習、工作和成長的地方，  
讓我們共同締造一個性別平等的校園。

\* 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.

# GENDER

## 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：

- 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；
- 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。

## 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 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.

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

- 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;
- 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.

## 教職員溫馨提示

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。

## 自我保護及求助篇

當遇到性騷擾、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委員會提出投訴。
- 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，這時可向心理輔導員、書院導師、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輔導之轉介。

## Protecting Yourself and Seeking Help

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

- Say “no” directly.
- Be calm, seek help and lodge a complaint immediately to the respective unit head or the Committee on the Gender Equity.
- 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 psychological counsellors, resident fellows, respective unit head, the Gender Equity Officer or someone you can trust.
- You may obtain legal advice or psychological counselling referral through the Gender Equity Officer or the Committee on Gender Equity.

## Tips for Staff

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.

# EQUITY

## 性騷擾、性霸凌或其他違反性別平等的行為之投訴程序：

投訴人以書面形式向性別平等委員會提出投訴

性別平等委員會可安排與投訴人及/或被投訴人會面了解案情

性別平等委員會主席委任調查小組進行調查

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

性別平等委員會主席將報告呈交校長作最後決定 \*

性別平等委員會通知投訴人及被投訴人有關決定

\* 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。