



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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性別平等委員會
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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。





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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。





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1. Introduction 簡介

1.2 Do you know ? 你知道嗎?

<https://www.youtube.com/watch?v=zQyxiLAKfdY>



Source: Hong Kong Equal Opportunities Commission 香港平機會

2. Definition 定義

Macau Law
澳門法例

Macau Penal Code 澳門刑法典

(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

UM Guidelines 澳門大學指引

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

(節錄)

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场；

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。

(Translation of the extract)

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.

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：

Physical 身體動作

Visual 視覺上

Verbal 言語上

Implicit and indirect behaviours 隱晦和間接的行為

Deliberate or undeliberate behaviours 刻意或不經意的行為

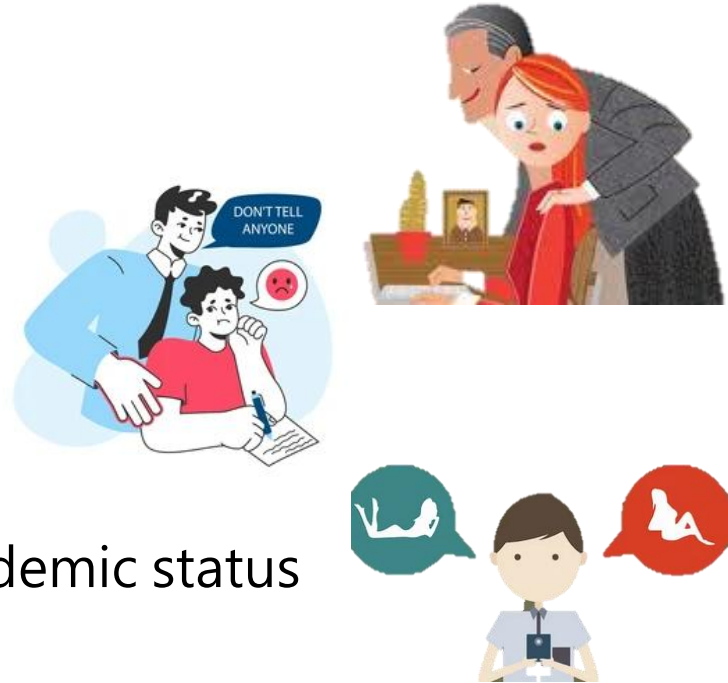
Once or frequent behaviours 一次或經常的行為



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：如搭肩膊、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](#)

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.





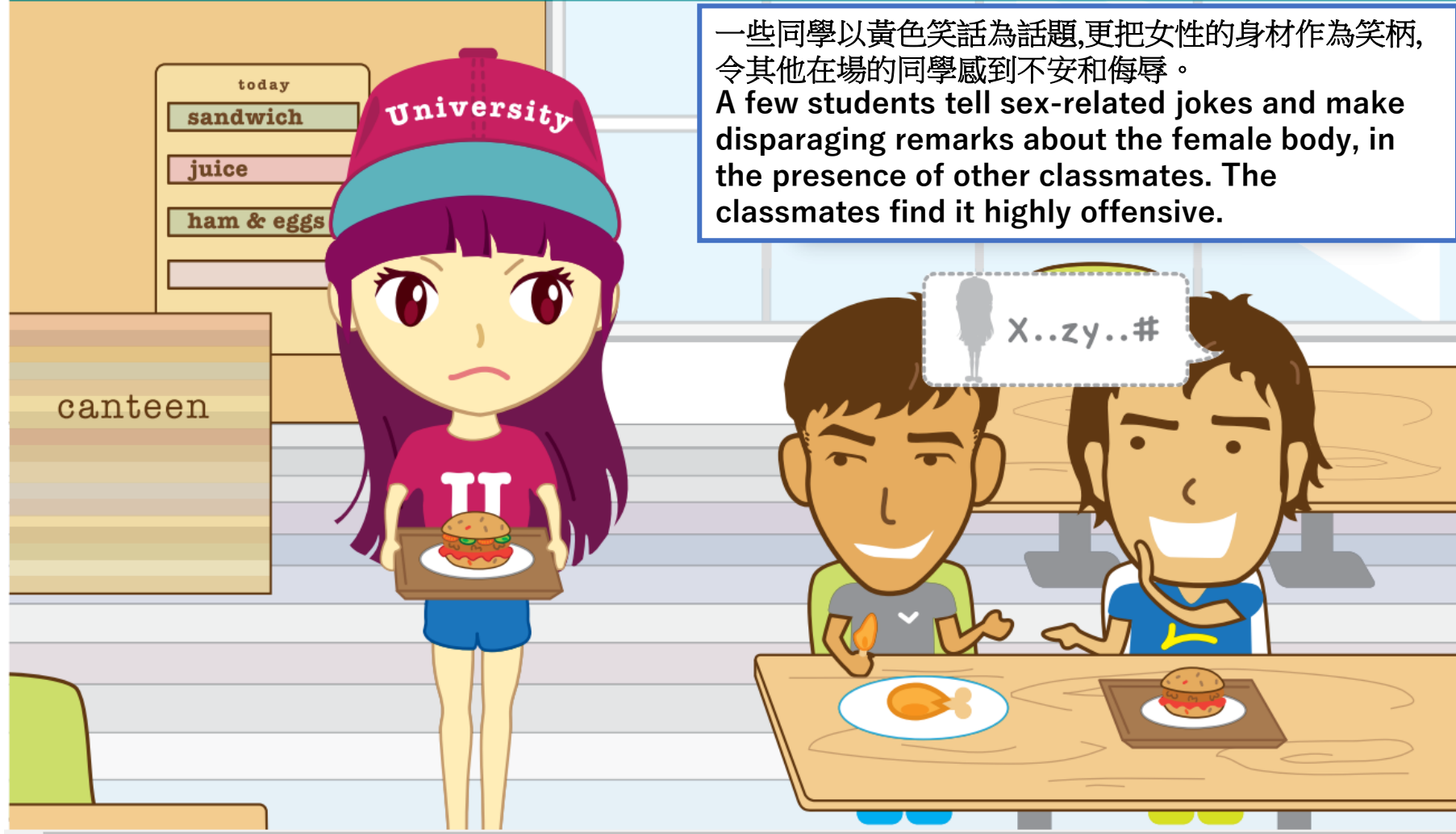
3. Examples 例子

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





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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





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



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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





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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

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



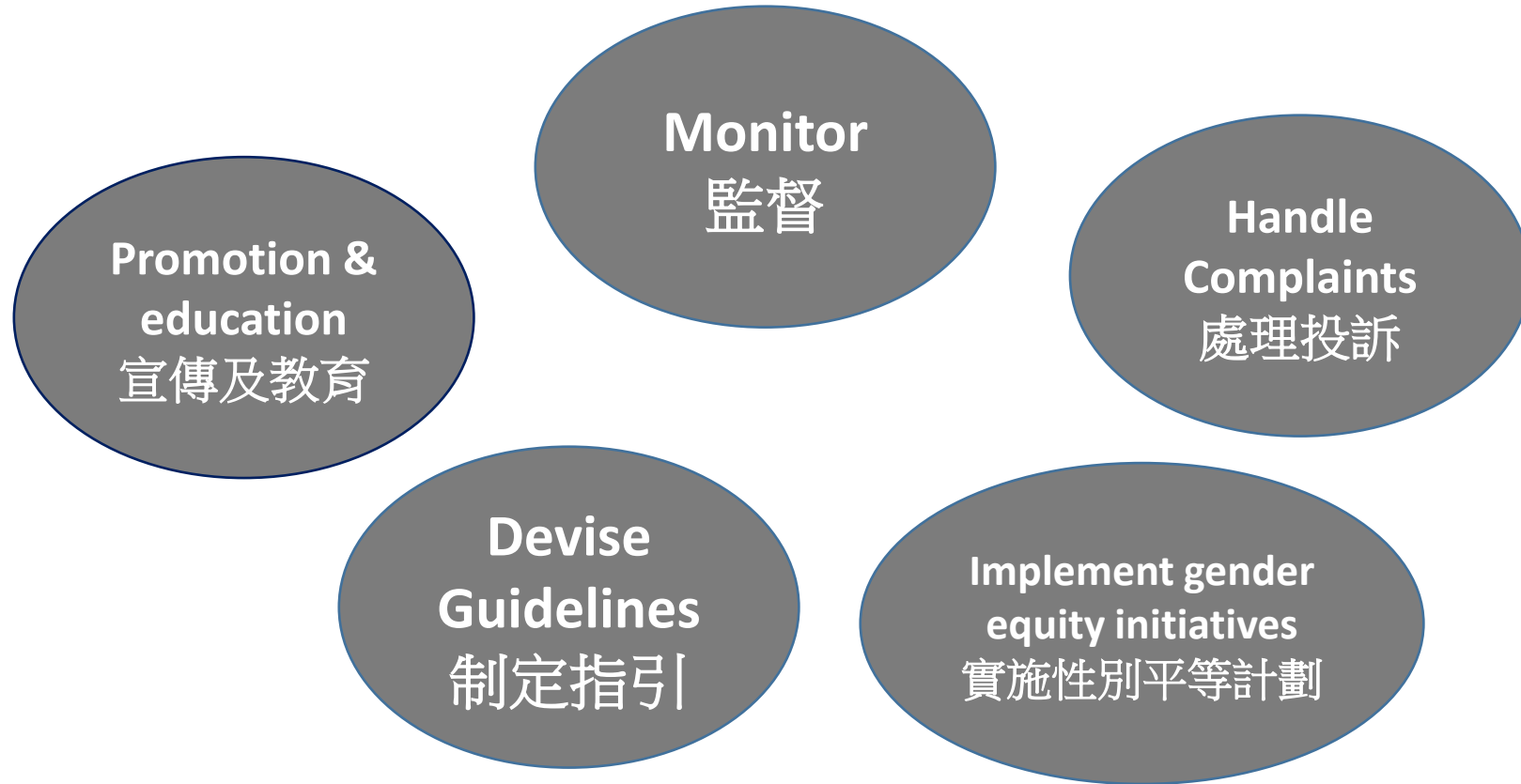
Source: 司法警察局



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

What we do...





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. SENG I Teng, Elaine, CKPC
性別平等專員 – 盛綺婷女士，曹光彪書院

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. LAU Pui Kei, Peggy, MCMC 劉沛棋博士，滿珍紀念書院
- Mr. LIU Man Fai, Andrew, FHS 廖文輝先生，健康科學學院
- Ms. PUN Nga Ian, Priscilla, LIB-LRD 潘雅茵女士，圖書館資源及發展處
- Mr. LIO Man Wai, Raymond, OSA 廖文威先生，體育事務部

Student representatives 學生代表

- Ms. CHEN Yongzhu, UMPA 陳泳竹女士，澳大研究生會代表
- Mr. FONG Ngai Ian, UMSU 馮毅仁先生，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



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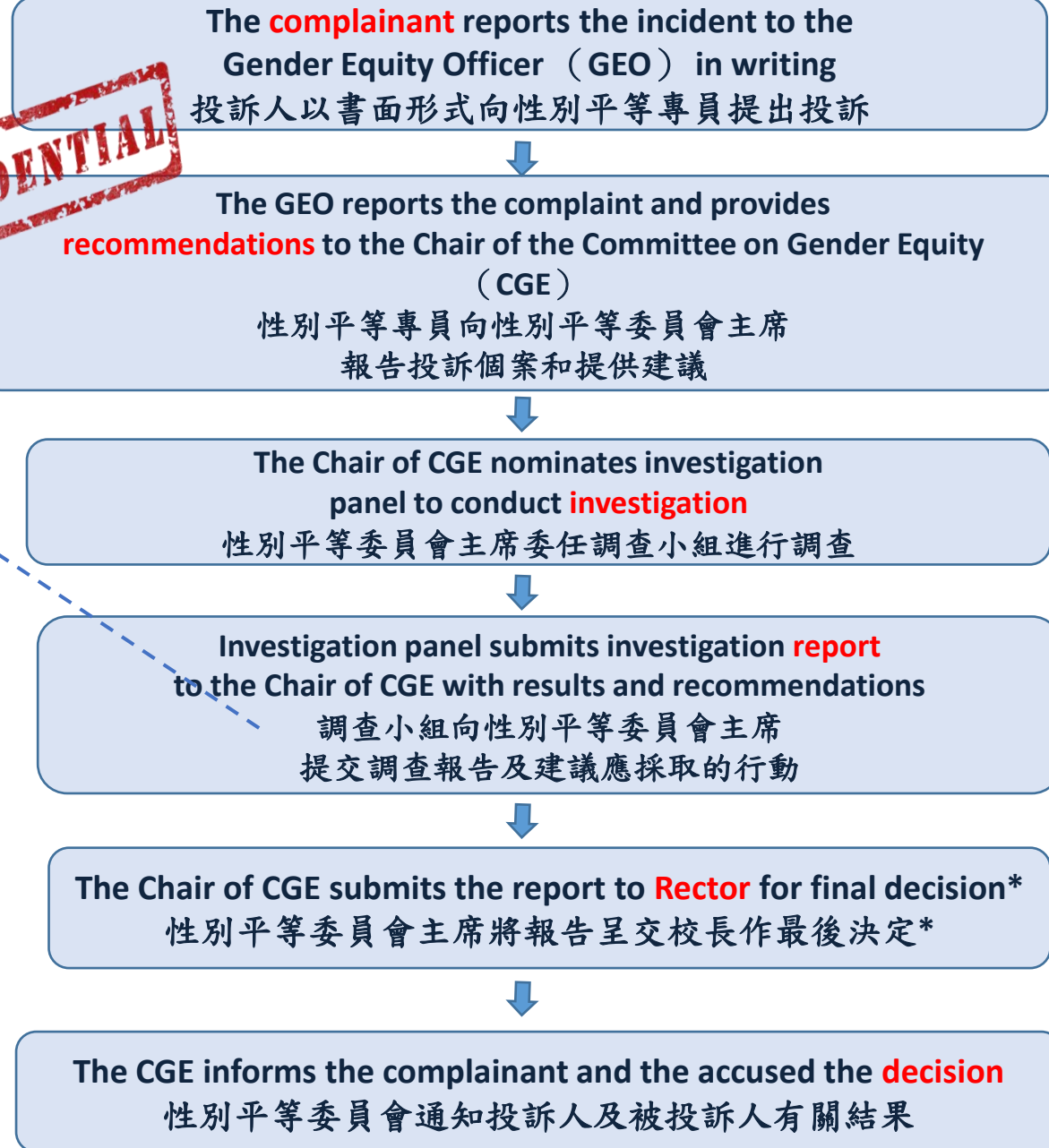
Handling of Complaint Procedures 處理投訴的程序



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。





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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