

# THE EDUCATION UNIVERSITY OF HONG KONG

## Preventing Sexual Harassment in Field Experience

Everyone, irrespective of their gender, pregnancy, marital / family status, disability, race, age, religion, sexual orientation, political / other opinion, national / social origin, etc. has the right to be respected and be treated fairly. The University has zero tolerance for harassment and discrimination and may refer the case to law enforcement agency (such as the police) where appropriate. Any staff member or student who is found to have contravened the Equal Opportunities Policy is liable to disciplinary action (including dismissal for staff and expulsion for students).

### Purpose

The University nurtures educators and social leaders who are intellectually active, socially caring, and globally aware, to become agents of change in the communities that they serve. With a view to building equal opportunities campuses free of sexual harassment, this document is developed to raise awareness and prevent sexual harassment in the course of field experience (“FE”). Actions to take when encountering sexual harassment and support services are also included for reference.

### What is Sexual Harassment?

#### Type 1: Sexual harassment targeting an individual

Person A engages in unwelcome conduct of a sexual nature in relation to Person B

**Subjective**

in circumstances in which a reasonable third party would have anticipated that Person B would be offended, humiliated or intimidated.

**Objective**

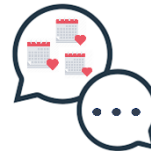
Examples:

- Sexual jokes / comments
  - While interacting with others, someone says sexual jokes, or asks sex-related questions.
  - Someone whistles at another person and makes comments on body shape such as breast / chest size, buttocks or legs.
- Unwelcome physical contact / gestures
  - Someone behaves intimately with another person, such as touching his/her thigh, hugging around his/her waist,



massaging a person or pressing close to him/her, without the consent.

- Someone touches or fiddles with a person's clothing e.g. lifting up skirts or shirts, or putting hands in a person's pocket.
- Someone touches the chest of a muscular man, saying "nice pecs!", and the man feels uncomfortable.
- Leering at body parts
  - Someone has wandering eyes and frequently glares at another's breast / chest or buttocks.
- Sending messages of a sexual nature
  - Someone texts to another person and wants him/her to be sex partner.
- Unwelcome and persistent date requests
  - Someone repeatedly invites another person to go out on dates, asks about the love affairs or wants to be his/her partner, regardless of the rejection.
- Suggesting sexual favour in return for work / academic decision
  - A teacher / supervisor suggests sexual co-operation or toleration of sexual advances may affect a person's academic results or further a person's career.



## Type 2: Creating a sexually hostile environment

Person C engages in conduct of a sexual nature which does not target at Person D, but creates a hostile or intimidating environment for Person D.

**Subjective + Objective**

Examples:

- Sexually suggestive games
  - Games / behaviours of sexual bullying / connotation in front of others, even though they are not playing the game.
- Making sexual comments or sharing obscene images in message group, group meeting, classrooms or offices, etc.
  - Someone sends pornographic images in a WhatsApp group.
  - Someone uses sexually suggestive cartoons in teaching a subject not related to sex.






- Someone talks about sex-related topics on school premises. Other staff and students hear the conversation and feel uncomfortable.
- Displaying or distributing offensive or pornographic materials such as posters, pinups, cartoons, graffiti or calendars
  - Someone watches pornographic videos in the presence of others or posts obscene pictures in the room which will be visited by others.



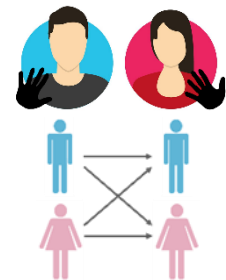
### Conduct of a sexual nature

Can be:

- Physical 
- Visual 
- Verbal or non-verbal
- Blatant or subtle
- Intentional or unintentional (even of a playful nature) 
- One-time or repeated incidents

### More about sexual harassment

- **Both male and female** can be the **harassers and victims**.
- Sexual harassment may occur between members of the **same sex** or **opposite sex**.
- Sexual harassment may occur at **any time** (on and off school / office hours) and at **anywhere** (on and off campus and online).
- Most sexual harassment acts are committed by **someone the victim knows**. On campus, it can happen between students, staff and students, coaches and students, and staff members.
- The **minorities**, such as persons of LGBTI (Lesbian, gay, bisexual, transgender and intersex), people with disabilities and non-local students, are **more prone to be sexually harassed**, according to a study of Equal Opportunities Commission. **Care and respect** should be shown instead.



## Tips for Preventing Sexual Harassment

### For all FE participants

- Avoid behaviours that may cause harassment or offence  
**Respect** yourself and others. Avoid engaging in conduct of sexual nature or acts that may cause offence to others, especially with those you newly meet or are not familiar with.

Here are some tips for interaction with others:

- Be **fair and friendly** to persons of different genders, races and disabilities, etc. and be aware of bias or stereotypes.
- Be aware of **cultural and individual differences**. Behaviour which is acceptable in one culture or a particular person may be regarded as unacceptable or offensive in another.
- Be aware of **power difference** between teacher and student, and supervisor and subordinate, though sexual harassment can occur in any power relationships.
- Be sensitive to **signs of discomfort**. Stop and apologise if you notice discomfort.

### More for (prospective) teachers

- Be professional in teaching
  - When dealing with students (in any capacity), you are in a position of trust. It is your professional and ethical responsibility to not misuse that trust.
  - Avoid actual or perceived conflicts of interest.
  - Avoid inappropriate display / discussion on sexual or indecent topics.
  - Avoid inappropriate physical contact or electronic communication (such as WhatsApp and Facebook) with students.
  - Avoid inviting student(s) to private appointment, private activities beyond school hours, or home visit.
  - If you need to meet a student alone for teaching-related purpose, meet in open areas with CCTV. If meeting in a room is necessary, open the door or invite a third person to join the meeting.
  - Seek advice from supervisor and/or declare interest where necessary.
- To promote respect and raise awareness on preventing sexual harassment
  - Apart from being a role model, take the opportunity to promote respect and raise awareness in the school.
  - You may make use of the following resources:
    - Kindergarten
      - **Sexuality Education Programs** (The Family Planning Association of Hong Kong, FPAHK)
      - 性問性答: 幼兒性教育 (FPAHK) (Chinese Version Only)
      - **Video: Consent for Kids** (Produced by Blue Seat Studios)
    - Primary School
      - Drama performances by “Forest Union” (Tel: 6799 4089; Email: [forestunionxp@yahoo.com.hk](mailto:forestunionxp@yahoo.com.hk))
      - **Sex Education Programs** (The End Child Sexual Abuse Foundation, ECSAF)
      - **Sexuality Education Programs** (FPAHK)
      - 性問性答: 兒童性教育 (FPAHK) (Chinese Version Only)
      - **Video: Consent for Kids** (Produced by Blue Seat Studios)
    - Secondary School
      - Short videos on Break the Silence (Equal Opportunities Commission, EOC):

- (1) Definition of Sexual Harassment
- (2) Finding a Way Out
- (3) How Men See It
- (4) Anti-Sexual Harassment Policy
  - Drama performances on prevention of sexual harassment by “Forest Union” (Tel: 6799 4089; Email: [forestunionxp@yahoo.com.hk](mailto:forestunionxp@yahoo.com.hk))
  - Sexuality Education Programs (FPAHK)
  - Sex Education Programs (ECSAF)
  - 教育活動 (ANTI480) (Chinese Version Only)
  - 教學資源 (ANTI480) (Chinese Version Only)
  - 性問性答: 青少年性教育 (FPAHK) (Chinese Version Only)
  - Video: Tea Consent (Produced by Blue Seat Studios)
- For the Mentally Challenged
  - 智情智性網 互動教室 (FPAHK) (Chinese Version Only)
  - 性問性答: 智障人士性教育 (FPAHK) (Chinese Version Only)

## What Should I Do when Encountering Sexual Harassment?

- **If you are sexually harassed**, you should:
  1. Say “No”
    - a) **Speak up** at the time. Tell the harasser the behaviour is unwelcome and must be stopped;
    - b) If you wish to stop the behaviour in a more indirect way, **start a new topic** or express yourself with **body language** (e.g. avoiding physical contact).
  2. Seek immediate assistance
    - a) Tell **FE supervisors, counsellors** or the **people you trust** what has happened, and let them provide you with emotional support and suggestions on handling the incident;
    - b) You may also report the case to the **police** where necessary.
  3. Take note
    - a) **Record** details of the incident and your reaction.
  4. Case follow-up
    - a) Lodge a complaint with the **University**, if the harasser is staff / student of EdUHK (**Equal Opportunities Policy**: within 90 calendar days from the time s/he knew or should have known of the alleged act(s)) or make enquiry);
    - b) Lodge a complaint with the **placement school**, if the harasser is staff / student of placement school;
    - c) Lodge a complaint with the **Equal Opportunities Commission** (within 12 months after the incident) or make enquiry;
    - d) Report to the **Police** (if the certain conduct constitute criminal offence);
    - e) File a **lawsuit** in the District Court (within 24 months after the incident).

- **If you witness a sexual harassment incident or the victim tells you about it,** you can **step forward** and help, for example :
  1. Intervene
    - a) Under **safe circumstances**, tell the harasser to stop as his/her behaviour is not appropriate;
    - b) **Remove** the victim from the situation;
    - c) **Rectify** the harasser's misunderstanding of sex or relationship, if circumstances allow.
  2. Understand
    - a) **Listen** to the victim;
    - b) Provide **emotional support** and advise on the ways of reporting sexual harassment;
    - c) Find out what the victim **needs** and **respect** his/her wishes.
  3. Support
    - a) Learn more about the **Equal Opportunities Policy**, if the harasser is staff / student of the University;
    - b) Learn more about the anti-sexual harassment policy of placement school, if the harasser is staff / student of placement school;
    - c) **Assist** the victim to take action, **support** and **accompany** him/her to report to the university if the harasser is staff / student of EdUHK or law enforcement agencies;
    - d) **Testify** as a witness for the victim.

## Support Services and Enquiries / Complaints

### Support Services

<b>CEASE Crisis Centre</b> (support service for victims of sexual violence)	18281 (24 hours)
<b>RainLily</b> (one-stop rape crisis centre)	2375 5322
<b>Caritas – Sexuality Zone</b> (supportive & counseling service on sexual behaviours of youth)	6188 5555
<b>Suicide Prevention Services</b>	2382 0000 (24 hours)

For more information on counselling services provided to staff or students of EdUHK, please visit the website on [Equal Opportunities Campus](#).

### Enquiries / Complaints

#### For all FE participants

Equal Opportunities Commission

**Telephone:** 2511 8211

**Email:** [eoc@eoc.org.hk](mailto:eoc@eoc.org.hk)



**For incident involving staff / students of EdUHK**

Equal Opportunities and Disability Access Officer @EdUHK

**Telephone:** 2948 6012

**Email:** [eodao@eduhk.hk](mailto:eodao@eduhk.hk)

**Online Resources**

**For all FE participants**

- [Questions and Answers on Preventing Sexual Harassment in Schools](#) (EOC and Education Bureau)
- [Anti-Sexual Harassment Resources](#) (EOC)
- [Gender Mainstreaming](#) (Labour and Welfare Bureau)

**More for EdUHK staff and students**

- [Equal Opportunities Campus @EdUHK](#)

Equal Opportunities and Disability Access Officer  
September 2020