



中國香港殘疾人奧委會  
**CHINA HONG KONG**  
PARALYMPIC COMMITTEE



Guidelines on Prevention of Sexual Harassment  
of  
China Hong Kong Paralympic Committee  
Update as of 29 December 2025

中國香港殘疾人奧委會 預防性騷擾政策  
最近更新: 2025年12月29日

### Policy Purpose 政策目的

To ensure that our staff, volunteers, and stakeholders protected from any form of harassment when participating in our activities or receiving our services. Any incidents of harassment will be handled in accordance with this policy. 確保本會職員、志願者和持份者在參與本會活動或接受服務時，免受任何形式的侵犯。若遇到侵犯事件，會以本政策的內容處理。

#### 1. Definition of Harassment 侵犯的定義

Including verbal harassment, verbal or written intimidation, physical harassment, and sexual harassment. 包括言語侵犯、言語或文字恐嚇、身體侵犯及性侵犯。

#### 2. Handling Procedures 處理方式

If you experience any form of harassment, or suspect you have been harassed, you may seek assistance through the following channels: 如遇到任何形式的侵犯，或懷疑被侵犯，受害人可循以下途徑尋求協助：

2.1 Immediately state your position and inform the other party that the harassment is unacceptable and must stop; 即時表明立場，並告知對方其侵犯行為是不可接受及必須停止；

2.2 Record the date, time, location, witnesses, and nature of the harassment (what the harasser said and their actions), and your immediate reaction; 記錄受侵犯的日期、時間、地點、證人及性質(侵犯者當時所說的話和其侵犯行為)，和受害人的即時反應；

2.3 You may file a complaint with our organization; 可向本會提出投訴；

2.4 You may file a complaint with the Equal Opportunities Commission; 可向平機會委員會投訴；

2.5 Contact the police and/or take legal action. 聯絡警方及/或採取法律行動。

#### 3. Complaint Handling Procedure 處理投訴程序

If a complaint is filed with our organization, it will be handled in accordance with our "Complaint Handling Policy."(A009) 若向本會提出投訴，會根據本會「處理投訴政策」(A009) 處理。

#### 4. Preventive Measures 預防措施

4.1 Inform staff of the contents and procedures of this policy. 向職員公佈及說明本政策的內容和處理方式。

4.2 Raise awareness and vigilance among stakeholders, such as volunteers, regarding the protection from abuse through relevant guidelines. 透過相關守則提高持份者，如：志願者免受侵犯的意識和警覺性。

4.3 The organization requires staff to pass Sexual Conviction Record Check Scheme before employment and renew the record in time . 本會職員在入職時需通過性罪行定罪紀錄查核及恆常更新查核紀錄。

#### 5. Review and Revision 檢討及修訂

This policy and related measures will be reviewed and revised as needed. 本政策及有關措施的內容，將適時進行檢討及修訂。