



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



Equal Opportunity Employment Policy
of
China Hong Kong Paralympic Committee
Update as of 29 December 2025

中國香港殘疾人奧委會 平等機會政策
最近更新: 2025 年 12 月 29 日

Policy 政策

China Hong Kong Paralympic Committee (HKPC) support equal opportunity in employment as well as in the provision of services, and to eliminating any form of discrimination against all staff, stakeholders and other persons who have dealings with HKPC.

HKPC is aware of all legislation on equal opportunities in Hong Kong (including but not limited to the Sex Discrimination Ordinance (SDO), the Disability Discrimination Ordinance (DDO), the Family Status Discrimination Ordinance (FSDO) and the Race Discrimination Ordinance (RDO), which makes it unlawful for anyone to discriminate against another person on the grounds of sex, pregnancy, marital status, disability, family circumstances and race.)

As an equal opportunities employer, HKPC will operate its employment policy in which selection criteria are set on the basis of the job requirements and the selection of candidate is based on the relevant experience, professional knowledge and skills and abilities of the individual, and not on other irrelevant considerations.

There shall be equality of opportunity in access to all HKPC facilities. Wherever reasonably practicable, arrangements will be made to ensure that people with disabilities have access to the same facilities as others.

HKPC acts to ensure dignity at work and access to services. HKPC would not tolerate anyone to discriminate against another person directly / indirectly on the grounds of sex, pregnancy, marital status, disability, family circumstances and race. HKPC would also not tolerate any unlawful act, including harassment, vilification and victimisation.

中國香港殘疾人奧委會（HKPC）致力在僱傭及服務方面提供平等機會，讓其僱員、持份者及與 HKPC 有聯繫的任何人士不受任何形式的歧視。HKPC 著重四項與平等機會相關的條例，包括《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》及《種族歧視條例》。任何人士基於性別、懷孕、婚姻狀況、殘疾、家庭狀況或種族而對其他人作出歧視行為，均屬違法。

HKPC 為一個提倡平等機會的僱主，對於僱員甄選準則均是基於工作上的各項要求而設定。在審核每位人選的時侯，只會根據該人選的經驗、專業知識技能及工作能力作出考慮，其他不相關的資料不會視為考慮因素。

HKPC 在提供所有設備時，亦會致力確保平等機會。在可能的情況下，HKPC 會為殘疾人士作出安排，使他們能享用與健全人士相同的設施。

HKPC 會致力確保僱員在工作及尋求服務時得到尊重。HKPC 不會容忍基於性別、懷孕、殘疾、婚姻狀況、家庭崗位或種族而作出的直接或間接歧視，亦不會容忍騷擾、中傷及針對（「使人受害」的歧視）等違法行為。

Complaint Handling Procedure 投訴處理

HKPC assigned Senior Administration Manager and Executive Director to deal with complaints concerning discrimination, harassment, vilification or victimisation. Complainant chooses to make a formal complaint should report the matter in writing to the Senior Administration Manager and Executive Director. Such complaint letter will become the ground for future action. Complainant may also lodge a complaint with Equal Opportunities Commission or file a lawsuit in the Court.

HKPC 高級行政經理及行政總監將負責受理有關歧視、騷擾、中傷或「使人受害」等行為的投訴。投訴人若選擇提出投訴，可親函高級行政經理及行政總監提出，該投訴書將會成為日後跟進行動的根據。投訴人亦可以直接向平等機會委員會提出申訴，或向法庭提出訴訟。

Confidentiality 保密

All complaints and associated correspondences and interviews must be treated in strict confidence. Breaches of confidentiality will be dealt with in accordance with the disciplinary procedure. 所有投訴及有關的檔案、資料及面談內容須絕對保密。違反此保密條例者，HKPC 將依照違反紀律形式處理。