

# Equal Opportunities Advisers' Meeting



17 October 2017 (Tuesday)

HKBU

# What would be discussed.....

- Reports
  - Harassment / discrimination complaints  
{Ms Margaret Tam, Personnel Office}
- Support Services for Students with Special Educational Needs  
{Dr Stephen Mann, Office of Student Affairs }
- Preventing Discrimination in the Campus  
{Ms Cynthia Lam, Equal Opportunities Commission}

# Discrimination and Harassment Complaints - some observations on recent cases

- More complaints were **between students and teachers**
- More complaints filed **verbally**
- **More teachers** filed complaints

# How are complaints usually resolved?

- Mostly by **mediation**
  - Difficult to determine who did what and who told the truth
  - Both parties do not wish to escalate the matter
  - Complainant and complainees may meet again in future
- Confirmed inappropriate act
  - Reprimand
  - Discipline or dismissal

# What do complainants ask for as a settlement?

- Stop recurrence
- More publicity, education, and better guidelines
- apology

# Where is the weakest link?

- Role of the complaint handler
  - Supervisor
  - Teacher (department head / programme director)
  - Administrative staff (department / programme secretary)

# Promoting Equal Opportunities to University Community

- Training workshops / activities with “inclusiveness” 共融 as a theme
  - Simply Inclusive Fun Fair 2017 (15-17 November)
  - Stargaze Camp for All and the Blind (11-12 November)
  - Racial Harmony Workshop and Cross-cultural Sharing (15 & 17 November)
  - Web Accessibility Seminar (16 November)
  - Mental Health First Aid Course (21 – 30 November 2017)

## Raise issues for discussion...



- Writing flaps on chairs (right/left)
- Toilets / changing rooms accessible to different genders
- Emergency call devices in toilets

Any other suggestions?