



Re: Guideline on Prevention of Sexual Harassment

Introduction

Hong Kong Ice Hockey Association shall ensure that all officials are able to work, conduct activities and deal with sports affairs under the safeguard of the Sex Discrimination Ordinance (SDO, Cap.480). Sexual harassment will not in any forms be tolerated.

Definition

1. According to Section 2(5) of SDO, Cap.480, sexual harassment defines as:
 - a. If any person makes an unwelcome sexual advance, or an unwelcome request for sexual favours, to another person; or engages in other unwelcome conduct of a sexual nature in relation to that person, in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated that he / she would be offended, humiliated or intimidated; or
 - b. The person, alone or together with other persons, engages in conduct of a sexual nature with creates a hostile or intimidating environment for another person.
2. Coverage of situations
 - a. Regardless of Gender
 - b. Intention is irrelevant
 - c. Single incident may amount to sexual harassment
 - d. May / may not related to power relationship

Guideline

- I. Physical contact between some coaches and athletes is sometimes necessary during the professional training and coaching process, and coaches should ensure that no action on their part could be misconstrued or experienced as inappropriate, and that any professional guidelines on this matter are followed.
- II. Coaches do not engage in sexual harassment towards any individual or group.
- III. Coaches always treat sexual-harassment complainants and respondents with dignity and respect.
- IV. Coaches do not deny an athlete the right to participate based on the athlete having made, or being the subject of, sexual harassment allegations.