

# Definition of Sexual Harassment



"At today's welcome lunch my boss openly shared with us his sex life and the number of sex partners he has."



"He also asked about my colleagues! No one seemed surprised to hear all that."



"I didn't want to offend anyone on my first day especially not my boss so I just went along and kept silent."



"I don't know if I was being overly sensitive or that's the company culture I just need get used to."



"WHAT? This sounds totally inappropriate. He was creating a sexually hostile environment for you although he wasn't targeting you. It could be sexual harassment."

COMPASS | eoc anti-sexual harassment  
resource platform  
平機會反性騷擾資源平台



"Quinn, you should really stand up for yourself! Check out this COMPASS website and contact the EOC for suggestions on what to do!"

## What is sexual harassment?

- It is regulated by the Sex Discrimination Ordinance Cap. 480 (“**SDO**”)
- It covers both conduct and words, and even playful acts may amount to sexual harassment.

The SDO defines two forms of sexual harassment:

1. Unwelcome sexual conduct targeting at a person
2. Sexual conduct creating a sexually hostile or intimidating environment

### Unwelcome sexual conduct targeting at a person

This involves someone engaging in unwelcome conduct of a sexual nature in relation to a person, including making unwelcome sexual advances or requests for sexual favors to the person. Also, a reasonable third person, having regard to all circumstances, would have anticipated that the person would be offended, humiliated or intimidated by the conduct.

### Sexual conduct creating a sexually hostile or intimidating environment

This form of sexual harassment does not require the sexual conduct to be directed at a person. It occurs where a person (alone or together with others) engages in conduct of a sexual nature which creates a hostile or intimidating environment for another person.

According to section 2(5) and section 2(8) of SDO, acts of sexual harassment can be done by any person to a man or a woman.

For more information about sexual harassment, visit [COMPASS](#) – the Equal Opportunities Commission’s online resource platform or call the hotline at 2106 2222 to talk to our duty officer.

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