免受侵犯政策
Protection from Abuse Policy

1. 目的 Purpose
確保所有執行委員、委員會成員、職員(包括短期合約和非全職職員)、會員、運動員、教練、裁判員、以及參與協會業務、活動或比賽的每個人，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。
The Association is committed to ensuring that all Executive Committee Members, committee members, staff (including temporary contract and part-time staff), members, athletes, coaches, officials, and all individuals participating in the Association's business, activities, or competitions are protected from any form of abuse. Any incident of abuse will be handled in accordance with this Policy.

2. 侵犯的定義 Definition of Abuse
「侵犯」包括但不限於：
Abuse includes, but is not limited to:
- 言語侵犯 Verbal abuse；
- 言語或文字恐嚇 Verbal or written intimidation；
- 身體侵犯 Physical abuse；
- 性侵犯 Sexual abuse。

3. 處理方式 Handling being Abuse
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：
Any person who experiences, or suspects that they have experienced, any form of abuse may seek assistance through the following:
3.1 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 Clearly state that the conduct is unacceptable and request the offender to stop the abusive behavior immediately；
3.2 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 Record the details of the incident, including the date, time, location, witnesses, nature of the abuse (including the words used and the behavior displayed by the offender), and the victim's immediate response；
3.3 可向本會提出投訴 Lodge a complaint with the Association；
3.4 可向平機會委員會投訴 Lodge a complaint with the Equal Opportunities Commission (EOC)；
3.5 聯絡警方及/或採取法律行動 Report the matter to the Police and/or pursue legal action。

4. 處理投訴程序 Procedures

若向本會提出投訴，會根據協會「處理投訴政策」處理。

Any complaint made to the Association shall be handled in accordance with the Association's Complaint Handling Policy.

5. 預防措施 Preventive Measures

5.1 向職員公佈及說明本政策的內容和處理方式 Communicate and explain the contents of this Policy and the relevant handling procedures to staff members。

5.2 透過相關守則提高教練、運動員、志願者和輔助人員對免受侵犯的意識和警覺性 Enhance awareness and vigilance against abuse among coaches, athletes, volunteers, and support personnel through relevant codes of conduct and guidelines。

5.3 教練必須在入職前申報是否曾有任何牽涉性罪行的紀錄，並要提交由警務處簽發之「性罪行定罪紀錄查核」 All coaches shall, prior to appointment, declare whether they have any record involving sexual offences and shall submit a valid Sexual Conviction Record Check (SCRC) issued by the Hong Kong Police Force。

6. 檢討及修訂 Review and Revision

本政策及有關措施的內容，將適時進行檢討及修訂。

The Association will review and, where necessary, revise this Policy and the related measures from time to time to ensure their effectiveness and compliance with prevailing legislation, regulatory requirements and best practices.

訂立日期 Effective Date：21/8/2018

修訂日期 Last Updated：22/9/2026