平等機會政策
Policy on Equal Opportunities

目的 Objective
在協會日常運作的各方面促進平等機會並避免歧視，並確保所有人不論其年齡、殘疾、性別、婚姻狀況、懷孕、餵哺母乳、種族、家庭崗位和宗教信仰都應得到平等待遇。
To promote equal opportunities and avoid discrimination in all aspects of daily operation of the Association and to ensure all individuals will be treated equally regardless of age, disability, sex, marital status, pregnancy, breastfeeding, race, family status and religious belief.

本政策適用於所有執行委員、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。
It applies to all Executive Committee members, Committee Members, and staff irrespective of their terms of employment, i.e., including short-term contract or part-time staff, members, athletes, coaches, umpires, and every person involved in the Association's business, activities, competitions, matches or events.

歧視形式 Forms of Discrimination
按平等機會委員會所界定的歧視形式如下：
Forms of discrimination as defined by the Equal Opportunities Commission ("EOC") are detailed as follows:
- 直接歧視 Direct Discrimination；
- 間接歧視 Indirect Discrimination；
- 騷擾 Harassment；
- 使人受害 Victimization；
- 性別歧視 Sex Discrimination；
- 殘疾歧視 Disability Discrimination；
- 家庭崗位歧視 Family Status Discrimination；
- 種族歧視 Race Discrimination；

僱用原則 Principles for Employment
協會作為僱主，應遵循以下原則：
As an employer, the Association shall act in a manner with the following principles:
- 招聘廣告要依照劃一甄選準則的規定撰寫，不得使用與某一性別的刻板印象相關的字眼或插圖，或可能阻礙特定群體申請的描述（例如僅限女性/男性）；
  No wordings or images related to stereotype of particular groups or descriptions

that may discourage particular groups from application (e.g., female/male only) shall be used on the job advertisement;

- 面試期間不得向求職者提出歧視受保障的特徵（例如婚姻狀況或生育計劃）的問題；

  No questions which may lead to an intentional discrimination of a protected characteristic (e.g., marital status or pregnant plan) shall be asked to the applicants during the interview;

- 面試期間不得詢問求職者的健康狀況，除非這些問題是為了指出某些工作環境可能對他/她健康有不良影響；

  Applicants shall not be asked about his/her health or disability during the interview, unless such questions are necessary to access if his/her fitness to perform his/her duty;

- 在聘用、晉升、培訓或其他福利時應基於個人的表現和能力，不應將種族、性別、性取向、宗教、年齡或任何其他受保障的特徵視為決定性因素；和

  Selection of employment, promotion and training or other benefits shall be made on the basis of one's merit and ability, none of the ethnic group, gender, sexual orientation, religion, age, or any other protected characteristic shall be considered as a decisive factor; and

- 確保所有職員都能以公開、公平的劃一甄選準則獲得晉升機會。

  Ensure an open and fair pathway to management positions is open to all employees.

<u>運動員遴選原則 Principles for Athlete Selection</u>

協會在運動員遴選流程中應遵循以下原則：

The Association shall comply with the following principles during their athlete selection process:

- 確保向所有人公開遴選準則和方式；

  Ensure the selection criteria and selection method are open to everyone;

- 遴選運動員應根據運動員的表現和能力(包括符合參與殘疾人運動的最低參賽分級要求)，而非運動員種族、性取向、宗教、年齡(除非賽事主辦方要求)、或任何其他受保障的特徵；和

  Selection of athlete shall be on the basis of his/her merit and ability (including compliance with the minimum classification requirements for participation in Para sports), none of the ethnic group, sexual orientation, religion, [age (unless required by the Event owner)], or any other protected characteristic shall be considered as a decisive factor; and

- 體育總會需確保每位運動員有平等的權利接受評估並對遴選結果提出上訴，無論其受保障的特徵如何。

- Ensure every athlete has an equal right to be evaluated and to appeal against the

selection results regardless of their protected characteristic.

處理方式 Reporting and Seeking Assistance

如遇到任何形式的歧視，受害人可循以下途徑尋求協助：

In the event of any form of discrimination, the aggrieved person may seek assistance through one or more of the following channels:

- 即時表明立場，並告知對方其歧視行為是不可接受及必須停止；
  Clearly indicate that the discriminatory behavior is unacceptable and request the person concerned to stop the conduct immediately;
- 循本會《處理投訴政策》作出投訴；
  Lodge a complaint in accordance with the Association's Policy on Handling Complaints;
- 向平等機會委員會請求調查、調停或法律援助；
  Seeking investigation, conciliation and/or legal assistance from the Equal Opportunities Commission (EOC); and
- 聯絡警方及/或採取法律行動。
  Report on the matter to the Police and/or pursue legal action where appropriate.

處理投訴程序 Complaint Handling Procedures

若向本會提出投訴，會根據協會《處理投訴政策》處理。

Any complaint submitted to the Association will be handled in accordance with the Association's Policy on Handling Complaints.

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：22/9/2026

修訂日期 Last Updated：-