



防止性騷擾政策及指引

教練在不同場合，擔當不同的角色，有如運動員的老師、模範、顧問、家長及訓練員等；而優秀的教練能使運動員在參與過程中得到正確體驗，培養良好的體育精神。教練向運動員提供的基礎訓練十分重要，在技術指導的過程中，難免會與運動員產生身體接觸。香港體育舞蹈總會將遵從中國香港體育協會暨奧林匹克委員會制定的《防止性騷擾政策及指引》，並依照其訂下的機制處理與性騷擾相關的投訴。

(資料來源：

<https://www.hkolympic.org/wp-content/uploads/2020/08/SFOC-Policy-and-Guidelines-on-Prevention-of-Sexual-Harassment-Chi-2021.pdf>)

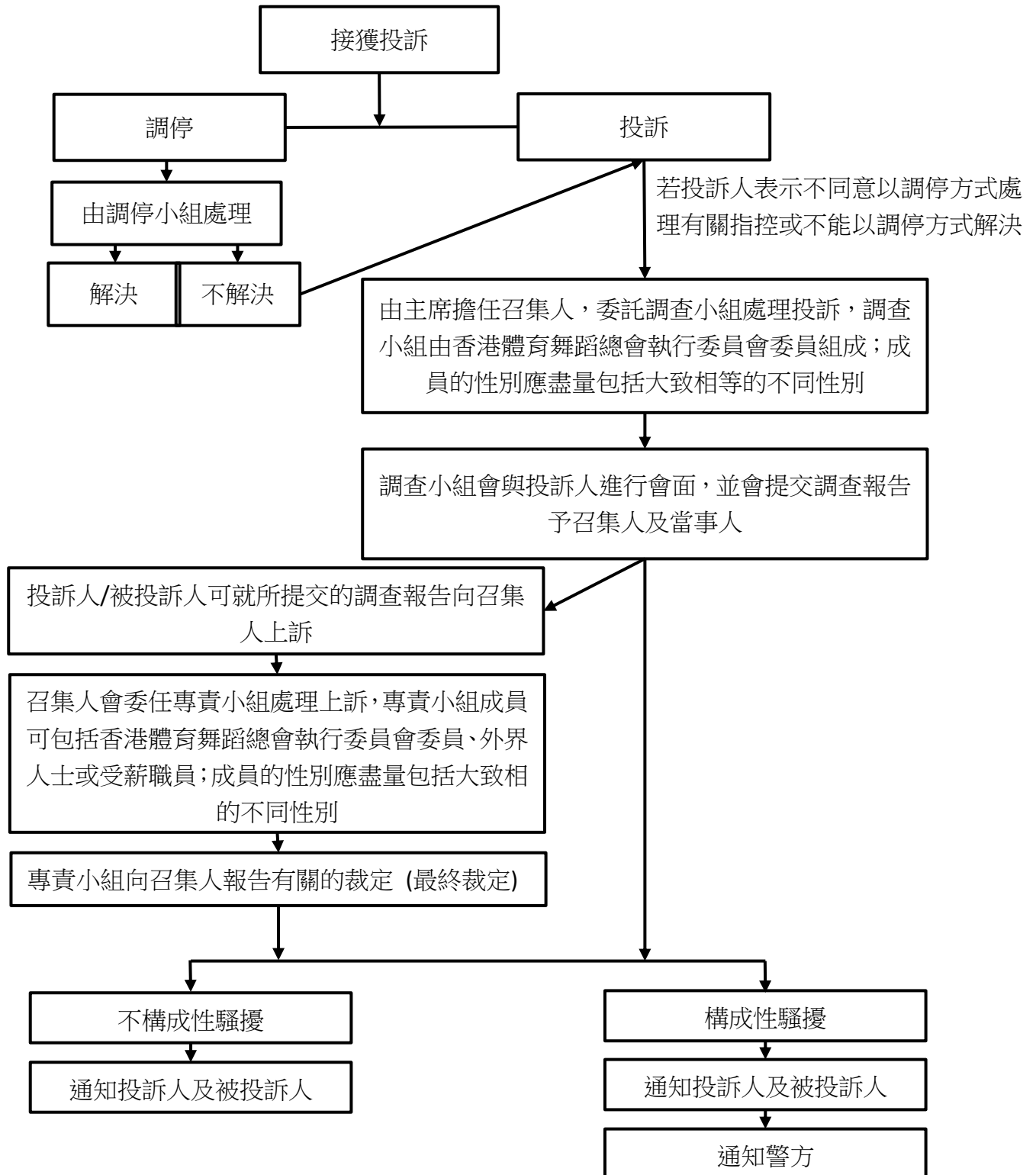
香港體育舞蹈總會不會容忍任何形式的性騷擾，所有教練及導師必須每年辦理性罪行定罪紀錄查核。為了提高教練及導師的水平及聲譽，本會特別制定了一套守則，讓教練及導師遵從：

1. 熟知香港體育協會暨奧林匹克委員會所制定的防止性騷擾政策。提高對潛在的性騷擾行為或意外的意識。避免與運動員發生不必要的身體接觸，這可能會被解釋為騷擾。如果訓練有身體接觸的需要，請事先徵詢運動員的許可。
2. 避免作出騷擾及歧視行為，包括性騷擾，種族及傷殘歧視。注意自己的行為、手勢及言語，並時刻反問自己，你的言行舉動有否在不知不覺間助長了性騷擾。
3. 如果發現有人受到騷擾，請給予受害人支持，並立即採取行動阻止它，鼓勵受害人向香港體育舞蹈總會舉報。
4. 對待每一運動員為獨立個體，幫助運動員發揮天分。讓運動員明白運動的益處，並鼓勵終身參與運動。
5. 確保運動員有一個安全的訓練及比賽環境，運動器材及設施達安全標準。
6. 提倡公平競賽，尊重他人及接受其體育項目所釐定的規則條文及精神。
7. 充實有關教練的新知識，提高個人水平。
8. 確保訓練及比賽符合運動員的年齡及體能。
9. 避免過度訓練運動員，並維持運動員的興趣及提升他們對運動的熱愛。
10. 建立紀律，以身作則，不可粗言穢語。
11. 確保運動員不使用粗言穢語。

修定於 2022 年 3 月 9 日



處理性騷擾投訴流程圖





Policy and Guidelines on Prevention of Sexual Harassment

Coaches serve a number of important roles such as teacher, role model, mentor, guardian and trainer. Good coaches provide athletes with positive experiences in sports participation and help nurture sportsmanship. Instructors are important in teaching the basic of the sport and to guide the athletes in their basic technical game which might lead to body contact. Hong Kong DanceSport Association (HKDSA) follows Policy and Guidelines on Prevention of Sexual Harassment issued by Sports Federation and Olympic Committee of Hong Kong, China (SF&OC). (Source: <https://www.hkolympic.org/wp-content/uploads/2020/08/SFOC-Policy-and-Guidelines-on-Prevention-of-Sexual-Harassment-Eng-2021.pdf>)

HKDSA has zero tolerance to sexual harassment and follows SF&OC's mechanism for handling sexual harassment complaints. All HKDSA Instructors/Coaches must obtain from the Police Department a Sexual Conviction Record Check annually. In order to ensure the quality, ethic and credibility of coaches and instructors, HKDSA has formulated a Code of Conduct for them to follow:

1. Obtain from HKDSA and become familiar with SF&OC's policy on sexual harassment. Be aware and conscious of engaging in potential sexual-harassment behaviors or incidents. Avoid unnecessary body contact with your athletes that might be interpreted as harassment. Ask athletes beforehand for permission if body contact is required for coaching.
2. Avoid any form of harassment towards your athletes. This includes harassment on sex, race and disability. Examine your behaviors, gestures, and comments. Ask yourself, 'Could I unknowingly be encouraging sexual interplay by the way I interact or communicate?'
3. If you know someone who is being harassed, give him or her your support and take immediate action to stop it. Encourage the victim to report to HKDSA.
4. Treat each athlete as an individual and help him/her to reach full potential. Let athletes know the benefit of sport and encourage them to participate in sport throughout their lives.
5. Provide a safe environment. Check that equipment and facilities are safe.
6. Promote fair play and show respect for other teams. Accept both the guidelines and the spirit of the rules that define and govern his/her sport.
7. Keep up with the latest coaching techniques and seek continual improvement.



香港體育舞蹈總會
Hong Kong **DANCESPORT**
Association

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Member of World DanceSport Federation
Member of Asian DanceSport Federation
National Sports Association of Sports Federation & Olympic Committee of Hong Kong, China

8. Ensure training and competitions are suitable for the age and fitness level of the athletes.
9. Do not over-train athletes. Maintain athletes' interest and promote their enthusiasm towards the sport.
10. Always lead by example and must not use foul language.
11. Ensure that your athletes do not use foul language as well.

Updated on 2022/3/9



Flowchart on Handling Sexual Harassment Complaints

