



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

Equal opportunities in Admission to Kindergartens



Presentation By EOC



SCHOOL ADMISSION NOTICE

Interview only in
Cantonese.

How would you feel?





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EQUAL OPPORTUNITIES COMMISSION

- A statutory body established in 1996
- Promoting equality of opportunities
- Working towards the elimination of discrimination
- Helping people get fair treatment when they face discrimination

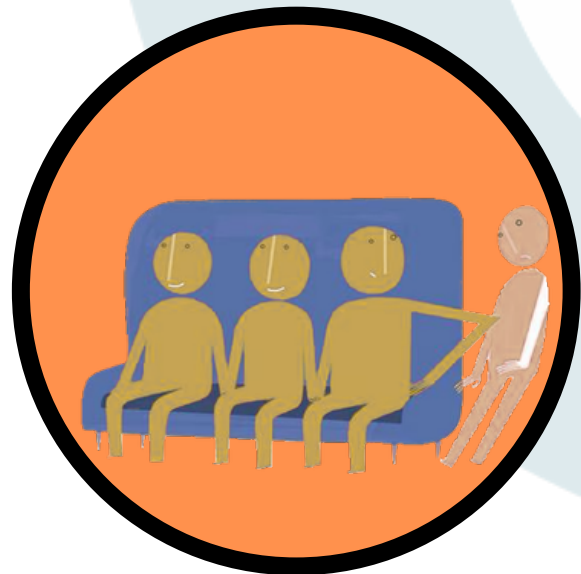
Equal Opportunities Commission



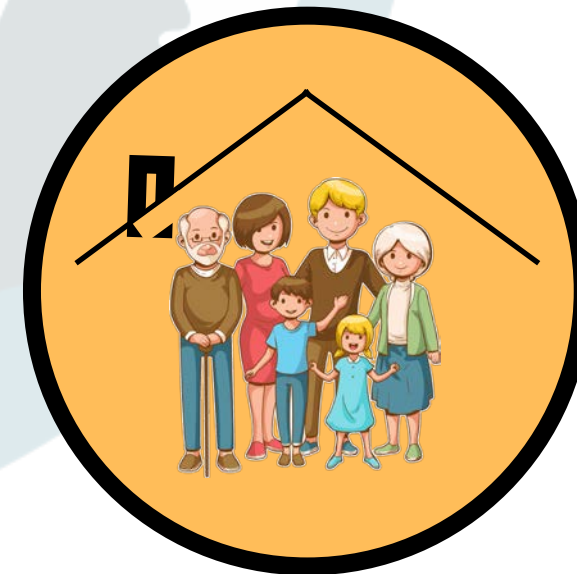
Sex Discrimination Ordinance
(SDO)



Disability Discrimination Ordinance
(DDO)



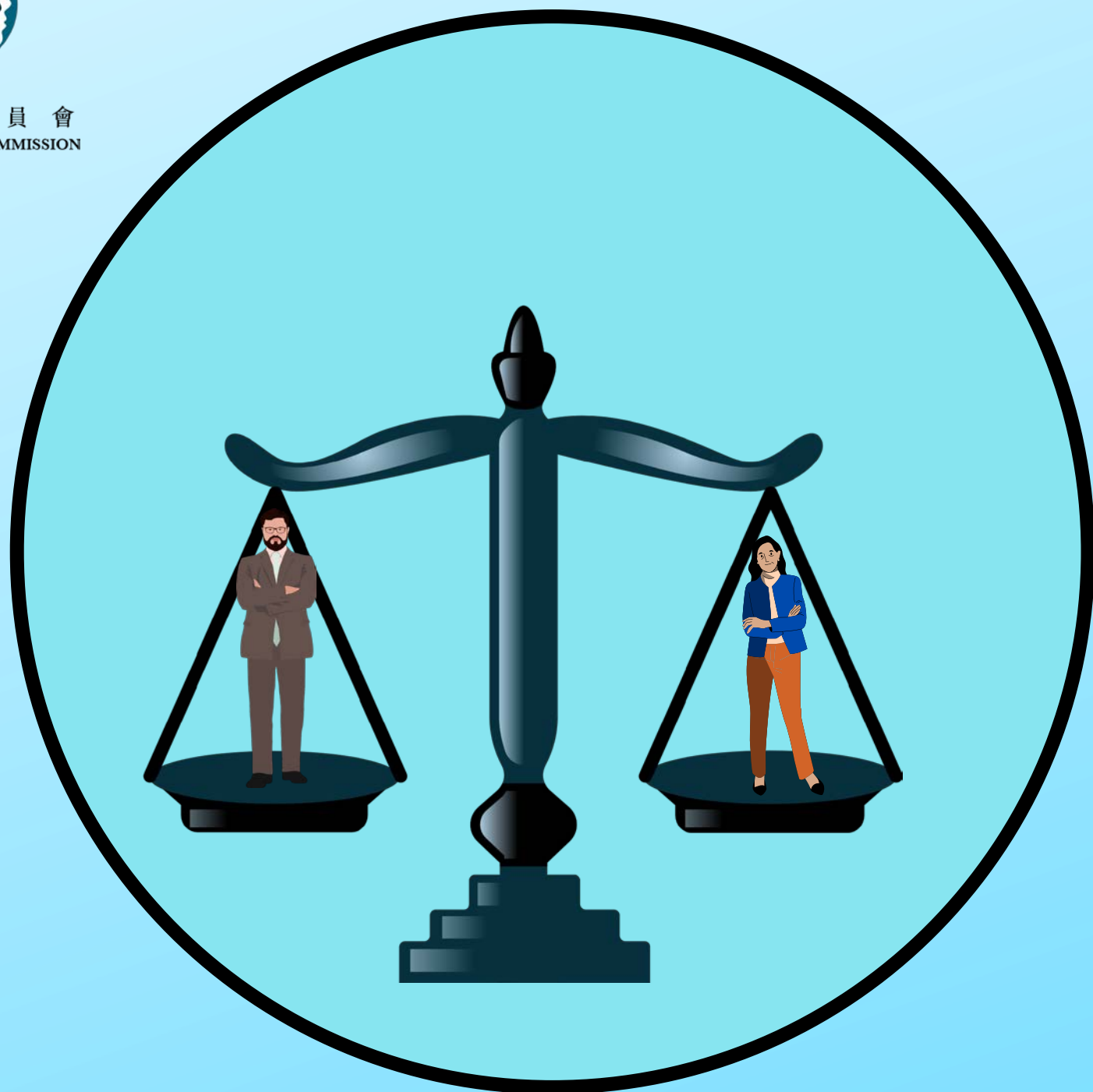
Race Discrimination Ordinance
(RDO)



Family Status Discrimination Ordinance
(FSDO)



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Sex



Marital Status



Pregnancy

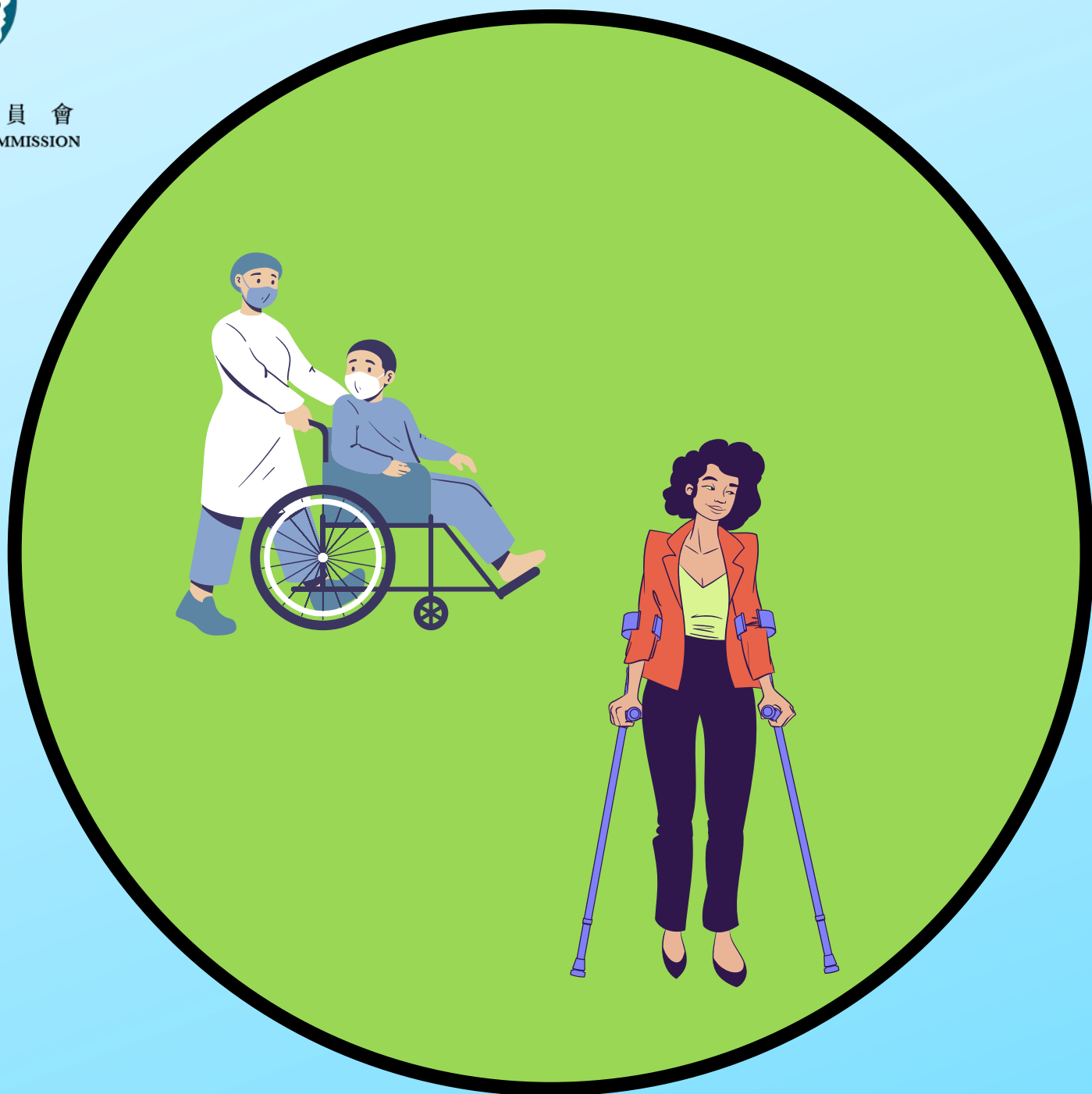


Breastfeeding

Sex Discrimination Ordinance (SDO)



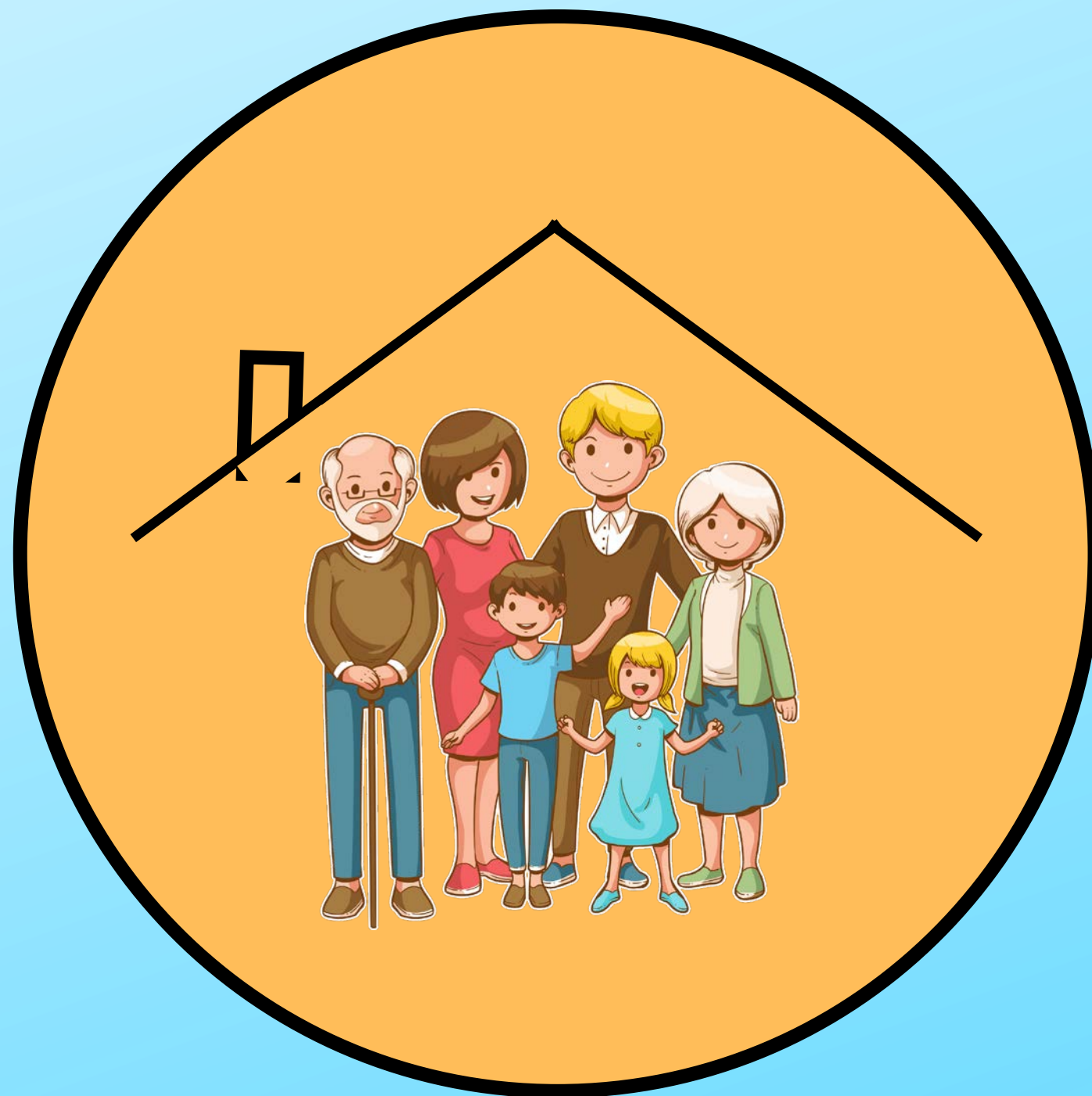
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Disability Discrimination Ordinance (DDO)



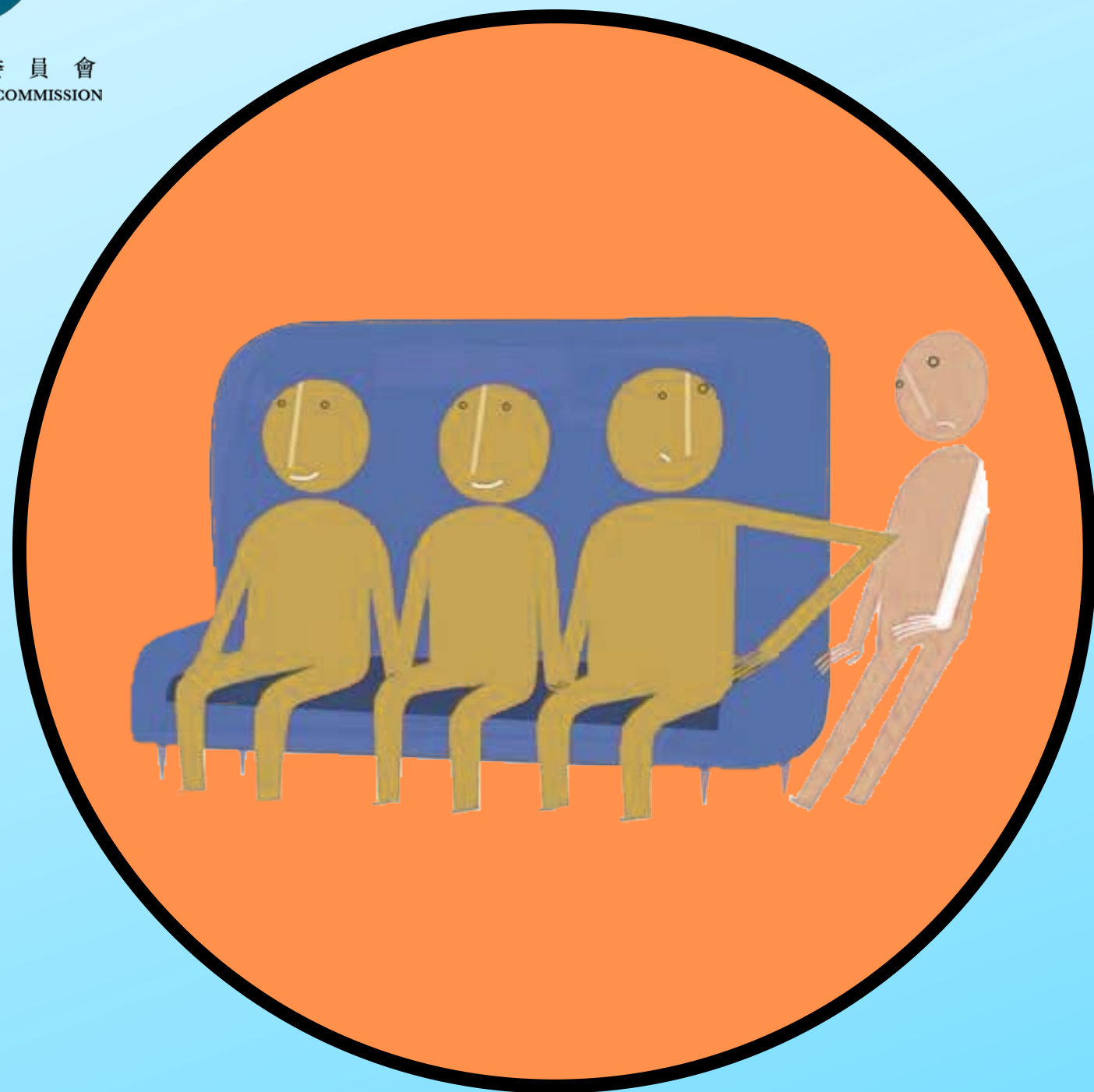
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Family Status Discrimination Ordinance (FSDO)



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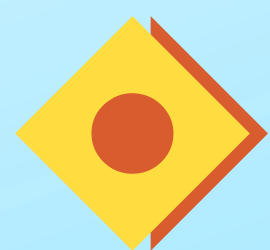
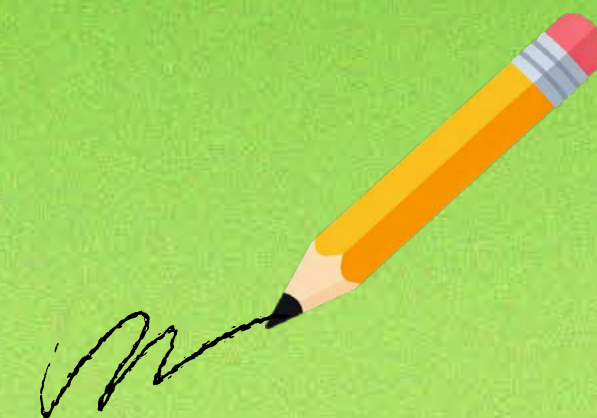


Race Discrimination Ordinance (RDO)



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Race Discrimination Ordinance (RDO)



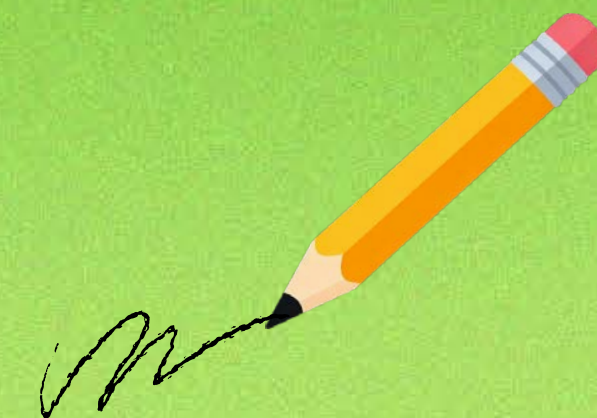
Discrimination on the ground of a person's race or his/her imputed race is unlawful under the RDO





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Race Discrimination Ordinance (RDO)



Educational establishments, including kindergartens, are covered under the RDO.

RACE:



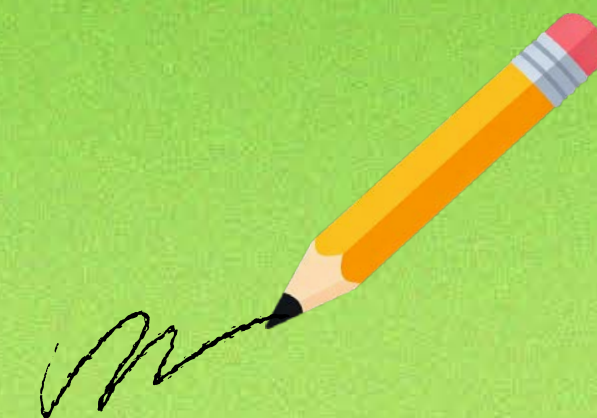
*Under the RDO, religion & language are not considered a definition of race but prohibitions in these areas may lead to indirect discrimination in some conditions.





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Direct Discrimination



It is unlawful for schools to discriminate against a person on the ground of race or imputed race including :

Terms of Admission

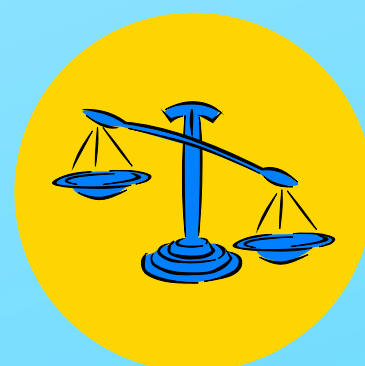


Refusing to accept
an application

Limiting access to any
benefits, facilities or
services



Expelling a student or subjecting
him or her to any other disadvantage



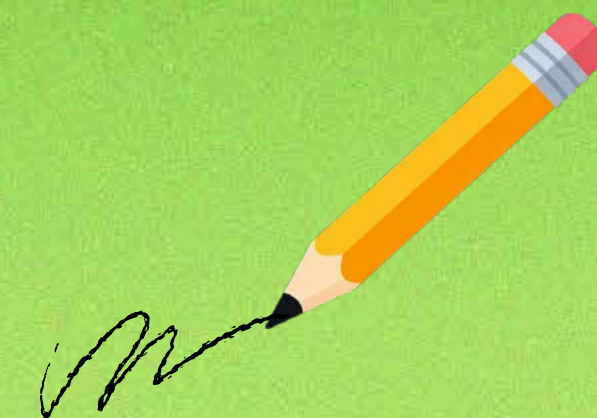
Segregating a student
from other students





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Indirect Discrimination



1 Uniform requirement or condition for all; but considerably smaller proportion of people from a racial group can meet it

2 Requirement cannot be justified on non-racial grounds

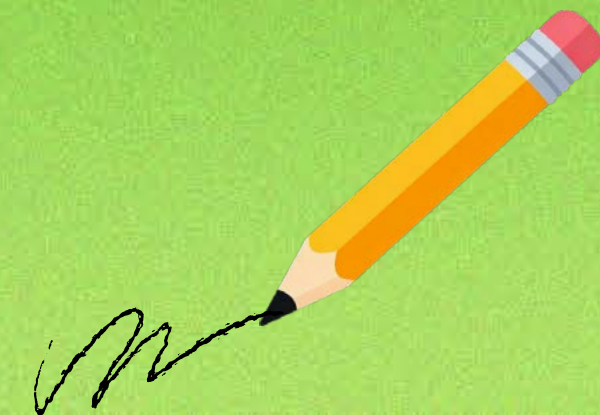
3 People from a racial group may be disadvantaged





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Indirect Discrimination



1

A non-Chinese couple approach a school to get the school application form & the school receptionist asks whether the couple know any Cantonese.

Uniform requirement /
condition

2

When the couple says they do not know any Cantonese, the receptionist does not give them the application form.

Unfair result to
people of a particular
racial group

3

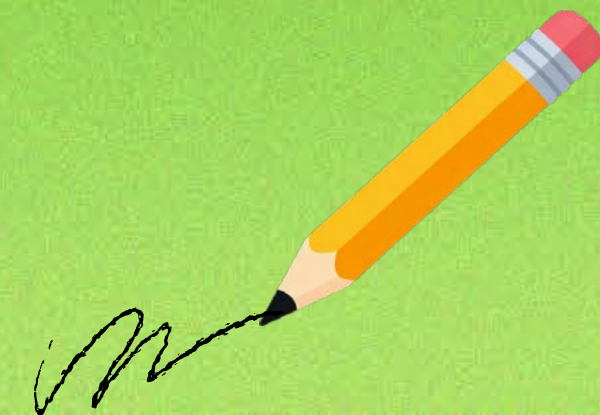
The school shall assess the applicants' but not their parents' language capability for admissions / provision of application form.

Requirement or
condition not
justifiable



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Indirect Discrimination



EXAMPLES

Language

- Language requirement in admission interviews
- School correspondence with parents in Chinese only

If Chinese is the ONLY language used, it may disadvantage non-Chinese speaking students/parents more than Chinese speaking students/parents.



Religion

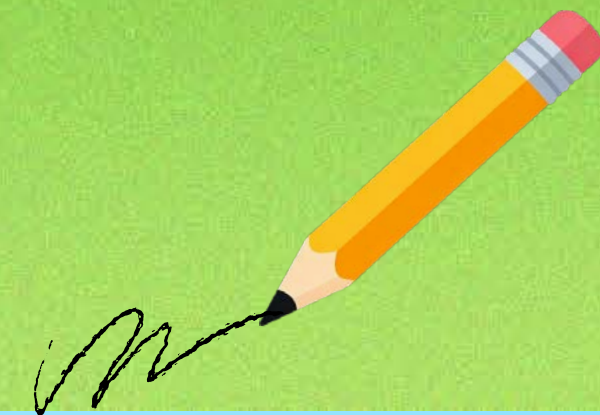
- Uniform
- Religious practices & school rules

Applicable to certain races whose identities are closely linked to their religion
(Example: Sikhs, Muslims, Jews, etc.)



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Racial Harassment



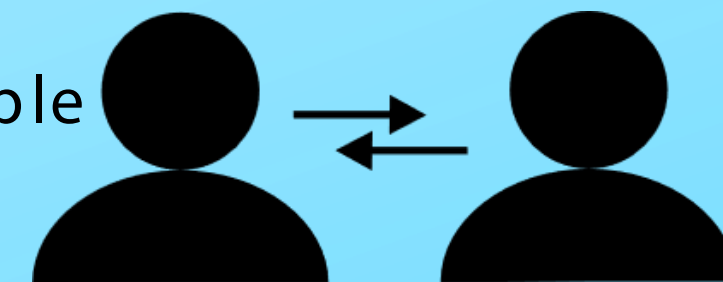
Name calling

- racially derogatory terms



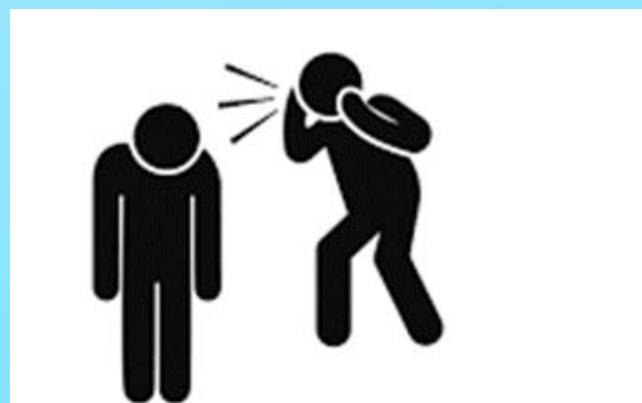
Racially offensive language

- while communicating with people from a different group



Bullying

- on the basis of another person's race or imputed race



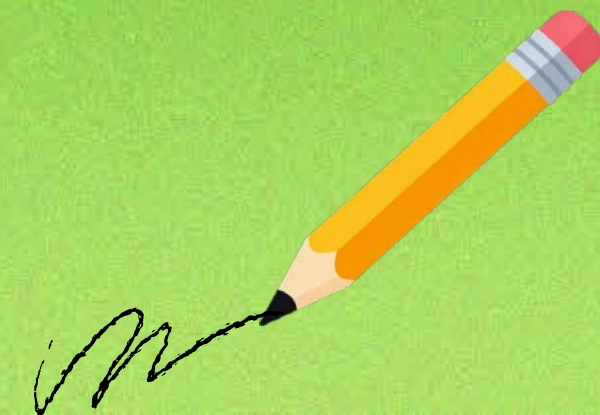
Making racial jokes/fun

- accent, appearance, traditional food



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WHAT IS RACIAL HARASSMENT?



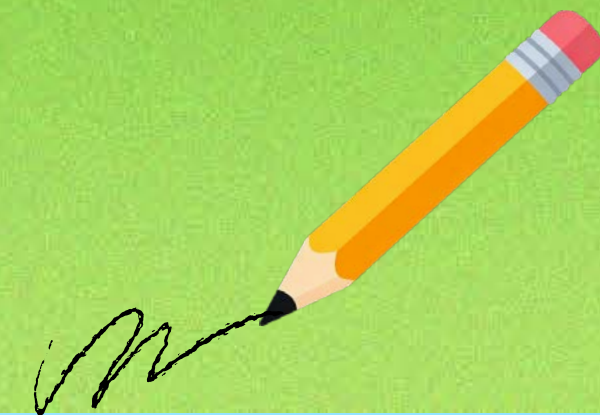
Racial Harassment is unwelcome, abusive, insulting, or offensive behaviour because of a person's race or his/her imputed race which makes the aggrieved person feel threatened, humiliated or embarrassed; includes harassment due to an **associate's* race.

**Associate* includes a spouse, a person who is living with the other person on a genuine domestic basis, a relative, a carer, etc.



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FAQ FROM PARENTS



Kindergartens (KGs) turn us away saying they do not have adequate resources for learning support of non - Chinese speaking (NCS) students .



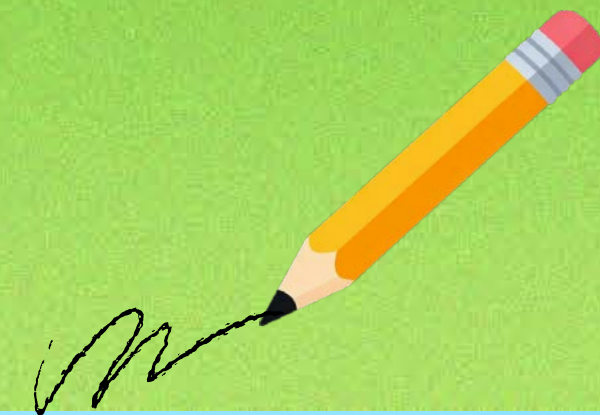
Clarify with the KG how they are using the additional funding from the Government for NCS students' support before deciding . Not having adequate resources is not considered a reasonable ground for refusing applications of NCS students .





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FAQ FROM PARENTS



Schools do not provide bilingual information, so we cannot keep in touch with what is going on in the school .

文A

Talk to the teacher to see if there is a way of informing you about important notices .

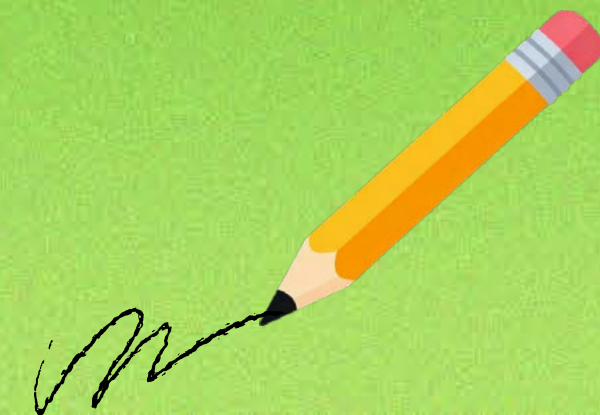
The Government has increased funding for schools to support NCS students & parents . You can also seek help from Support Service Centres for Ethnic Minorities .





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FAQ FROM PARENTS

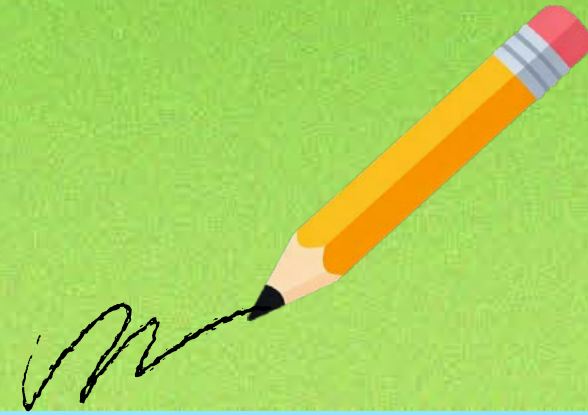


The kindergarten conducted the
interview for my child in
Cantonese



- We have advised KGs to use other means to assess applicants.
- Conducting interviews ONLY in Chinese may be indirect discrimination against non-Chinese children.
- You may bring a complaint to EOC.
- Request kindergarten to engage an interpreter when necessary: (HK Christian Service - CHEER Centre 3 106 3 104)

ROLE OF PARENTS AND GUARDIANS



Religious practices and uniform

- Participate in consultations with the school to help them formulate culturally sensitive policies with regard to uniforms and observance of religious practices that may require accommodation.



Equal opportunity provisions for non-Chinese speaking students

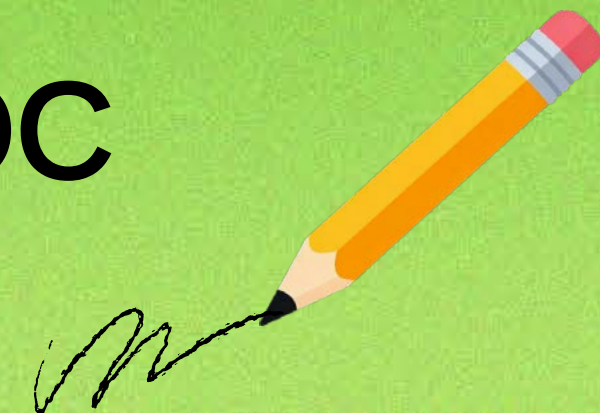
- Learn more about the RDO & get involved with the school to develop policies that foster a racially friendly environment.





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LODGING A COMPLAINT WITH THE EOC



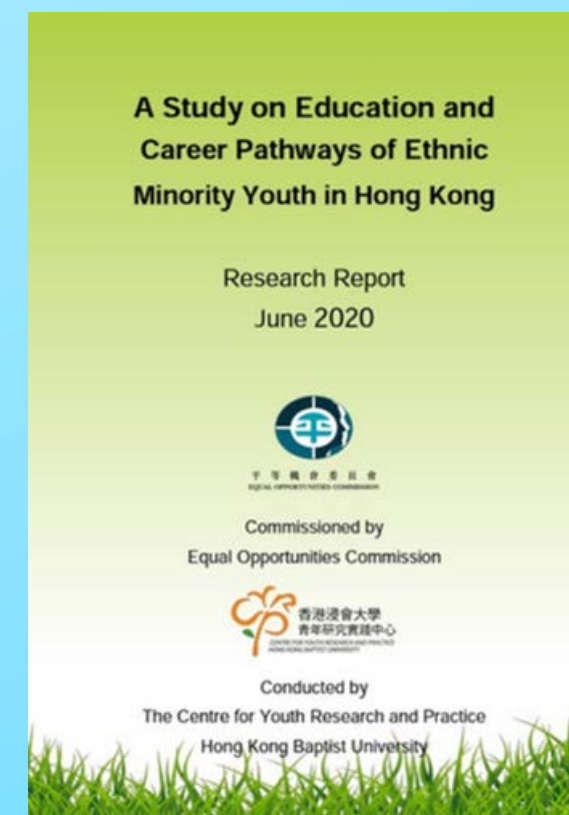
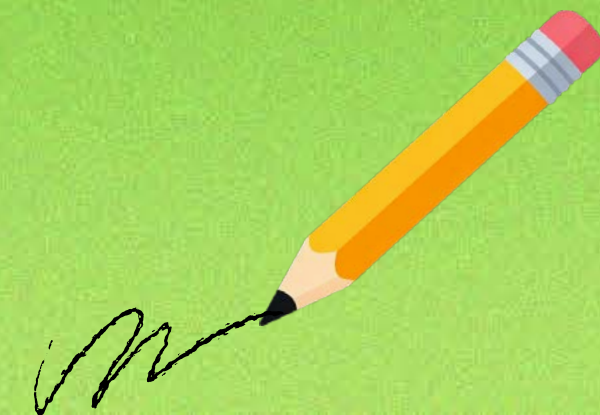
- Must be made in writing by filling out the online complaint form or by fax, mail, or in person.
- Must be made by the aggrieved person or his/her representative
- Must be made within one year of the incident
- Call us for an enquiry at 25 11 8211

Note: If you prefer making a complaint in your native language, we can also provide language assistance upon request.



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EOC RESOURCES ON THE EDUCATION OF EMs





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Thank You

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