



Equal Opportunities Policy

1. Policy Statement

Physical Fitness Association of Hong Kong, China (HKPFA) is committed to promoting equality, diversity, and inclusion in all aspects of physical fitness and sports. We ensure that all members, employees, volunteers, and participants are treated fairly and with respect, regardless of:

- a. Race, ethnicity, or national origin
- b. Gender, gender identity, or sexual orientation
- c. Age
- d. Disability
- e. Religion or belief
- f. Socioeconomic status
- g. Marital or family status

2. Objectives

- a. To provide equal access to fitness programs, training, and events for all individuals.
- b. To eliminate discrimination, harassment, and victimization in any form.
- c. To foster an inclusive environment that respects diversity.
- d. To comply with all relevant anti-discrimination laws in Hong Kong.

3. Responsibilities

- a. Management & Staff: Ensure policies are implemented and upheld.
- b. Members & Participants: Treat others with respect and report any discrimination.
- c. Trainers & Coaches: Provide equitable opportunities for skill development.

4. Reporting Discrimination

Any incidents of discrimination or unfair treatment should be reported to Executive Director of HKPFA. All complaints will be investigated promptly and confidentially.

5. Review & Compliance

This policy will be reviewed annually to ensure effectiveness and compliance with legal standards.

This policy ensures that Physical Fitness Association of Hong Kong, China operates with fairness and inclusivity.



平等機會政策

1. 政策聲明

中國香港體適能總會（HKPFA）致力於在體適能活動中推動平等、多元及共融。我們確保所有會員、員工、義工及參與者均獲得公平及尊重的對待，不因以下因素而受歧視：

- a. 種族、民族或國籍
- b. 性別、性別認同或性取向
- c. 年齡
- d. 殘疾
- e. 宗教或信仰
- f. 社會經濟地位
- g. 婚姻或家庭狀況

2. 目標

- a. 為所有人提供平等的健身計劃、訓練及活動機會。
- b. 消除任何形式的歧視、騷擾及迫害。
- c. 營造尊重多元文化的共融環境。
- d. 遵守香港相關反歧視法例。

3. 責任

- a. 管理層及員工：確保政策執行。
- b. 會員及參與者：尊重他人並舉報歧視行為。
- c. 教練及導師：提供平等的技能發展機會。

4. 投訴機制

如遇歧視或不公平對待，應向總會的行政總監舉報。所有投訴將保密並及時處理。

5. 檢討與合規

本政策將每年檢討，以確保其有效性及符合法律要求。

此政策確保中國香港體適能總會以公平及包容的方式運作。