



## 僱員的角色

為使在工作地點沒有歧視，僱員的協助也十分重要。我們認為：

- (i) 僱員可協助消除歧視，例如多瞭解年齡歧視問題，以免無意中歧視某人或協助僱主這樣做；
- (ii) 僱員可鼓勵僱主制定消除歧視政策，以及推行防範措施；及
- (iii) 同事如已投訴或打算投訴遭人歧視，僱員應予支援。

## 監察政策

無論是採取非正式或正式程序處理投訴，僱主都應監察及檢討有關年齡歧視的投訴，及其解決辦法，以找出機構現時的政策可能存在的歧視成分，並確保處理投訴的程序有效運作。

## THE EMPLOYEES' ROLE

Employees also have a clear role to play in helping to create a climate in the workplace where discrimination is unacceptable. We believe employees can:

- (i) help eliminate discrimination by becoming familiar with the subject so that they do not inadvertently discriminate against someone or help their employers to do so;
- (ii) encourage their employers to formulate anti-discrimination policies and implement preventive measures; and
- (iii) be supportive of fellow workers who have lodged – or who intend to lodge – a complaint against alleged age discrimination in employment.

## MONITORING THE POLICY

Regardless of whether an informal or formal procedure for handling complaints is used, it is always a good practice for employers to monitor and review complaints of age discrimination and how they have been resolved, in order to identify any possible discriminatory practices that might result from existing company policies, and to ensure that the complaint handling procedures are working effectively.