

**HONG KONG COUNCIL OF SOCIAL SERVICE**  
**Views on the Consultation Paper on**  
**Code of Practice on Employment under Race Discrimination Ordinance**  
**(abstract from the Chinese version)**

1. The CoP should be focused on promoting racial equality and harmony. Therefore, more concrete examples to illustrate this attitude should be included.
2. The use of words in the CoP should be simplified so as to facilitate public to understand the Race Discrimination Ordinance (RDO). As compared, the English version of the consultation document is better written than the Chinese version.
3. It is recommended that more daily examples should be used to demonstrate some common scenarios in the employment context.
4. It is suggested to draw reference to Chapter 16 of the CoP under the Disability Discrimination Ordinance (DDO) to include more examples to illustrate the good management practices in Item 5.4 and 8.2.
5. Item 9.3 'Complain and Legal Procedure' should be modified so as to avoid public misunderstand that the Equal Opportunities Commission (EOC) does not encourage people to seek help from them. It is also recommended that to include a flow chat and supplementary information in Chapter 9 to illustrate the different duties of EOC and Legal Aid Department.
6. EOC should also prepare the Code of Practice on Education and Service Provision.