



University : National Chin-Yi University of Technology  
Country : Taiwan  
Web Address : [www.ncut.edu.tw](http://www.ncut.edu.tw)

## [SDGs 5] Gender Equality

### [5.6.1] Does your university as a body have a policy of non-discrimination against women?

#### NCUT's Commitment to Gender Equality Education

NCUT actively promotes **substantive equality** by eliminating gender discrimination, fostering human dignity, and building an educational environment that supports gender equity. Through the establishment of the **Gender Equality Education Committee** and the development of award programs, NCUT encourages proactive participation from faculty, staff, and students in advancing gender equality.

#### Gender Equality Education Committee: Organization and Responsibilities

##### 1. Organization

- **Balanced Representation:** At least **50% of the committee members must be female** to ensure gender inclusivity.
- **Gender-Focused Discussions:** The committee addresses gender issues across various levels of the institution.

##### 2. Responsibilities

- Develop and implement gender equality policies across all academic and operational units.
- Organize gender equality education programs and events to raise awareness.
- Monitor, report, and assess the university's progress in achieving gender equality goals.
- Provide resources and assistance for addressing incidents of gender discrimination or harassment.

#### Award Programs for Gender Equality Contributions

NCUT recognizes the contributions of individuals and departments with awards across several categories:

##### 1. Policies and Initiatives

- **Objective:** Encourage innovative suggestions and the development of gender equality policies.
- **Impact:** Empowers community members to shape institutional practices.

##### 2. Implementation of Activities and Policies



- **Objective:** Reward active participation in implementing gender equality initiatives.
- **Impact:** Motivates sustained involvement and practical action for gender equity.

### 3. Committee Contributions

- **Objective:** Acknowledge significant contributions to the Gender Equality Education Committee's efforts.
- **Impact:** Encourages collaborative work and fosters institutional change.

### 4. Professional Training and Incident Management

- **Objective:** Recognize excellence in **training** and handling incidents of harassment or discrimination.
- **Impact:** Reinforces a safe and equitable learning environment for all students and staff.

## Compliance with Taiwan's Gender Equality Laws

NCUT aligns its policies with national legislation, including the following:

### 1. Gender Equality Education Act

- Integrates gender equality concepts into the curriculum.
- Promotes equal access to resources and learning opportunities for all genders.

### 2. Gender Equality at Work Act

- Prohibits **gender-based workplace discrimination**.
- Ensures fair hiring, promotions, and opportunities for all employees.

### 3. Sexual Harassment Prevention Act

- Provides protocols to prevent and address sexual harassment.
- Establishes procedures for complaints and disciplinary actions.

### 4. Workplace Harassment Prevention Guidelines

- Outlines measures to create a **respectful workplace environment**.
- Ensures fair and prompt responses to harassment reports.

## Gender Ratios in Key Committees

NCUT ensures that gender representation meets statutory requirements across its decision-making bodies:

- **Teacher Review Committee:** 34.8% female members
- **Teacher Complaint Review Committee:** 41.2% female members
- **Performance Appraisal and Screening Committee:** 38.5% female members



These ratios demonstrate NCUT's commitment to **balanced participation** and equitable decision-making processes.

### Impact and Benefits

Through these initiatives, NCUT:

- **Promotes Gender Equality:** Ensures equal representation and opportunities in all aspects of campus life.
- **Fosters Inclusivity:** Builds an environment where all genders feel valued and respected.
- **Increases Fairness:** Maintains **transparent and equitable policies** for academic and workplace issues.
- **Ensures Safety:** Provides effective **training and procedures** for managing harassment and discrimination.

NCUT's dedication to promoting gender equality sets a high standard for other institutions to follow. Through **gender-balanced committees, awards for contributions, alignment with national laws, and proactive policies**, the university fosters a **respectful, inclusive, and safe academic environment**. These efforts support a culture of fairness and equality, ensuring that all students and staff can thrive and contribute meaningfully to the university community.

Committee	Male		Female	
	Member	Ratio	Member	Ratio
Teacher Review Committee	15	65.2%	8	34.8%
Teacher Complaint Review Committee	10	58.8%	7	41.2%
Performance Appraisal and Screening Committee	8	61.5%	5	38.5%



## National Chin-Yi University of Technology promotes gender equality in education award points

In order to promote gender equality education and encourage faculty, staff and students to actively participate in gender equality education-related work, NCUT has formulated the key points for awards for National Chin-Yi University of Technology to promote gender equality education in accordance with the Gender Equality Education Act.

These are commendable measures to encourage and recognize the promotion of **gender equality** education within the school. By offering rewards to faculty, staff, and students who actively contribute to these efforts, you create an environment that fosters gender equality. Here's how each of these categories can be beneficial in promoting and recognizing these contributions:

### 1. Gender Equality Education Policies and Initiatives:

- Encouraging the development of gender equality policies and innovative suggestions reflects a commitment to institutional change. It empowers individuals to be proactive in shaping the school's approach to gender equality.

### 2. Implementation of Gender Equality Policies and Activities:

- Recognizing individuals who actively implement gender equality policies and participate in related activities underscores the importance of practical actions in achieving gender equality.

### 3. Service on the Gender Equality Education Committee:

- Serving on the committee and contributing to its operations is a vital role in shaping the school's gender equality efforts. Outstanding performance within the committee can inspire others to get involved.

### 4. Professional Training and Handling of Incidents:

- Training individuals to investigate and handle incidents of sexual assault or harassment is crucial for creating a safe and equitable learning environment. Those who excel in this role play a significant part in upholding the values of gender equality and safety on campus.

Recognizing and rewarding these contributions reinforces the institution's commitment to gender equality and encourages more members of the school community to get actively involved. It sends a clear message that promoting gender equality is a shared responsibility and a collective effort in which everyone has a role to play. These rewards can serve as an inspiration and incentive for continued dedication to this important cause.

## 國立勤益科技大學推動性別平等教育獎勵要點

107年10月22日性別平等教育委員會通過

107年11月22日行政會議通過

- 一、本校為推動性別平等教育，鼓勵教職員工生積極參與性別平等教育相關工作，依據性別平等教育法訂定國立勤益科技大學推動性別平等教育獎勵要點（以下稱本要點）。
- 二、本要點適用對象為本校教職員工生。
- 三、凡本校教職員工生，具有下列各款事蹟，有效提升性別平等教育工作推動者，得予以獎勵：
  - (一)參與或研擬性別平等教育政策、計畫及法規，或提出創新建言，經實施有具體成效者。
  - (二)執行本校性別平等教育政策、計畫，或積極參與與推動性別平等教育服務推廣活動有具體事蹟者。
  - (三)任本校性別平等教育委員會委員，參與性別平等教育委員會業務運作有優良表現者。
  - (四)積極參與教育部辦理之相關事件調查處理專業人員培訓，並獲教育部核可推薦列入校園性侵害或性騷擾事件調查專業素養人才庫者，且參與或協助校內外校園性騷擾或性侵害案件處理工作，完成任務有功者。
  - (五)參與檢視、規劃或建立性別平等友善校園空間有具體成效者。
  - (六)研究發展性別平等教育議題、課程教材或有相關論文著作發表者。
  - (七)推動或辦理社區、學校、全國或國際有關性別平等教育工作，研習、研討會或工作坊等相關宣導活動，有具體成效或事蹟者。
  - (八)組織性別平等教育相關學群，或開設性別平等相關課程有具體成效者。
  - (九)其他有促進與推動性別平等教育相關工作有具體事蹟者。
- 四、本獎勵案教職員工之申請應填具獎勵推薦表(如附表)，於每年10月底前送本校性別平等教育委員會，經審核通過後，教職員工送本校人事室、總務處依相關獎懲規定辦理。學生部分則依本校學生獎懲規定填具學生獎懲建議表依部別送學務處(生活輔導組)、進修推廣部或進修學院辦理之。
- 五、本獎勵案受理申請方式，得為由全校各單位推薦或本校性別平等教育委員會推薦。
- 六、本要點經本校性別平等教育委員會討論通過，提請行政會議通過後，陳請校長核定後實施，修正時亦同。

# 性別平等 教育季刊

GEEQ  
Gender Equity Education Quarterly

No.101

## 本期焦點

威權國家的監控機制與高剛特質  
白色恐怖的再現政治與女性見證  
臺灣女孩是如何煉成的？南蠻女孩的成長敘事

## 本期專訪

第一線教師的性別與人權地圖的實作  
她也是來自大港的女兒——李淨瑜

## 連載專欄

餐桌上的性別：王南琦談大花城雙草的身世與性別俗名  
用繪本話性別談 SDGs：目標 6 與目標 7



【白色恐怖的性別面面觀】

穿越濃霧的人：她的白恐記憶與見證

## 性別新知

性別 × 權力・權利・父權 / 賦權 / 性工法

教育部 中華民國 112 年 6 月 30 日

## Achieve gender equality and empower all women and girls

- 1. Gender equality courses:** The Fundamental Education Center arranged gender equality courses to encourage awareness of the importance of gender equality through substantial content. The relevant courses of the past three years are listed in Table.

Table. Gender equality courses 2020-2022

School Year	Course	Speaker	No. of students
2020	2020-1 Gender topics and films	You Hui-yuan	41
	2020-1 Gender equality and intimate relationships	Chen Ru-yin	40
	2020-1 Relationships, family and gender equality	Chen Ru-yin	42
	2020-1 Gender diversity	Wu Chao-hui	50
	2020-2 Gender topics and films	You Hui-yuan	42
	2020-2 Folks, culture and gender equality	Chen Ru-yin	45
	2020-2 Gender equality and intimate relationships	Chen Ru-yin	49
2021	2021-1 Gender topics and films	You Hui-yuan	45
	2021-1 Gender equality and intimate relationships	Chen Ru-yin	45
	2021-1 Folks, culture and gender equality	Chen Ru-yin	48
	2021-2 Gender topics and films	You Hui-yuan	40

	2021-2 Relationships, family and gender equality	Chen Ru-yin	50
	2021-2 Gender equality and intimate relationships	Chen Ru-yin	48
2022	2022-1 Gender topics and films	You Hui-yuan	42
	2022-1 Folks, culture and gender equality	Chen Ru-yin	53
	2022-1 Gender equality and intimate relationships	Chen Ru-yin	56
	2022-2 Gender topics and films	You Hui-yuan	50
	2022-2 Relationships, family and gender equality	Chen Ru-yin	48
	2022-2 Gender equality and intimate relationships	Chen Ru-yin	42

- 2. Gender equality education website:** We have dedicated a website to gender equality with updates and news of relevant topics, through which we ensure and enhance the awareness of gender equality. The website also facilitates gender assistance, case reports and follow-up action.

**Gender equality education website**

website : <https://osca.ncut.edu.tw/p/404-1010-20825.php?Lang=zh-tw>