



University : National Chin-Yi University of Technology
Country : Taiwan
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[SDGs 5] Gender Equality

[5.6.8] Does your university as a body have a policy that protects those reporting discrimination from educational or employment disadvantage?

NCUT's process for addressing campus sexual assault, harassment, or bullying is designed to prioritize the safety and well-being of all involved parties while ensuring a thorough and sensitive approach. Below is a detailed outline of the steps involved:

1. Statutory 113 Notification (within 24 hours):

- **Immediate Reporting:** Any instance of sexual assault, harassment, or bullying must be reported to relevant authorities within 24 hours as per statutory requirements. This includes notifying social and political channels such as the Caring eUp website and the local domestic violence and sexual assault prevention center.

2. Note on Incidents Involving Adults:

- **Specific Protocol:** For suspected sexual harassment incidents involving adults (persons over the age of 18 who are not children or juveniles), notification to social affairs agencies may not be required. However, other procedures must still be followed.

3. School Safety Notification (within 24 hours):

- **Campus Safety:** Notify the school safety center within 24 hours to ensure that the school administration is aware of the incident and can take necessary measures to address any safety concerns on campus.

4. Contact Relevant Departments (as applicable):

- **Internal Reporting:** Depending on the nature of the incident and the individuals involved, the following departments should be notified:
 - **Advanced Education Department:** Students in this department should be reported to the Academic Affairs Group.
 - **Consultation and Counseling Center:** For student consultation and mental health support.
 - **Academic Affairs Office:** For day students, ensuring that academic-related issues are addressed.

5. Encourage Victim Reporting:

- **Supportive Environment:** Victims or their legal representatives should be actively encouraged to report the incident to the school. The reporting process should be

straightforward, supportive, and ensure that victims feel safe and comfortable coming forward.

6. Provide Victim Support and Counseling:

- **Immediate Assistance:** Notify the Student Counseling and Counseling Center to provide immediate support to the victim. This includes offering counseling and any necessary emotional and psychological assistance during the investigation process.

7. Confidentiality and Rights Protection:

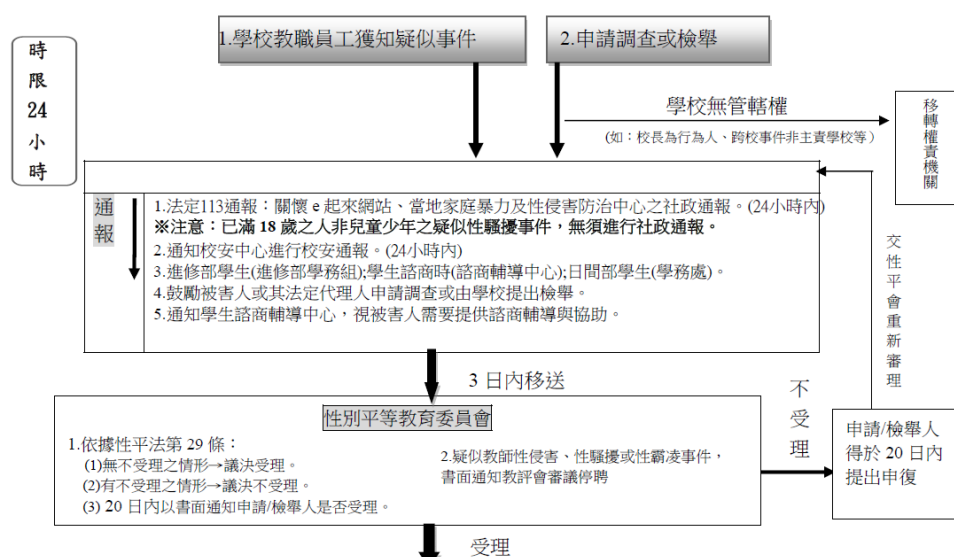
- **Confidential Handling:** Ensure that all investigations maintain the confidentiality of the parties involved. The rights of both the victim and the accused must be protected throughout the process.

8. Conduct a Thorough and Impartial Investigation:

- **Fair Process:** Ensure that the investigation is conducted impartially, with a focus on gathering all relevant facts and evidence. This process should be thorough and transparent, aligning with the principles of justice and fairness.

Handling cases of sexual assault, harassment, or bullying on campus requires a structured and sensitive approach. NCUT's process is designed to comply with local laws and regulations, ensuring that incidents are addressed promptly and effectively while prioritizing the well-being of those involved. Emphasizing confidentiality, the protection of rights, and a victim-centered approach is crucial in maintaining a safe and supportive campus environment.

校園性侵害性騷擾或性霸凌事件通報及調查處理流程圖



NCUT Anti-Discrimination Policy

NCUT's Anti-Discrimination Policy, aligned with Taiwan's Gender Equality Policy Platform, underscores the university's commitment to fostering an academic environment that is both inclusive and respectful. Here's an overview of the key elements of the policy:

1. Commitment to a Safe and Inclusive Environment:

NCUT is dedicated to creating and maintaining a community where academic excellence thrives alongside a commitment to equality and inclusivity. The policy aims to ensure that all individuals involved in university programs and activities are free from discrimination, harassment, and retaliation.

2. Scope of Prohibited Conduct:

The policy explicitly addresses and defines "Prohibited Conduct," which includes discrimination, harassment, and retaliation. These terms encompass any actions that undermine the equality and inclusivity of the university environment.

3. University Responsibilities and Procedures:

The policy outlines the university's responsibilities in preventing and addressing incidents of discrimination, harassment, and retaliation. It also details the procedures to be followed when such incidents are reported, ensuring a fair and just process for all parties involved.

4. Protection of Free Speech and Academic Freedom:

While the policy recognizes the importance of free speech and academic freedom, it also acknowledges that these rights are not absolute. Speech or behavior that violates anti-discrimination laws or university policies is not protected under the guise of free speech or academic freedom.

5. Implementation Framework:

The policy is implemented in a way that balances the right to freedom of expression with the need to maintain a safe, inclusive, and non-discriminatory environment. This ensures that the university remains a place where academic and creative endeavors can flourish without compromising the rights and dignity of any individual.

NCUT's Anti-Discrimination Policy is a vital part of its commitment to upholding gender equality and ensuring that all members of its community can work and learn in a respectful and supportive environment. By clearly defining prohibited conduct and outlining the university's responsibilities, the policy provides a framework for addressing issues related to discrimination, harassment, and retaliation, while also safeguarding the principles of free speech and academic freedom within appropriate limits.

