



國立勤益科技大學  
NATIONAL CHIN-YI UNIVERSITY OF TECHNOLOGY



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

### [5.6.2] Does your university as a body have a policy of non-discrimination for transgender people?

NCUT maintains a **policy of non-discrimination for transgender individuals** as part of its commitment to fostering a **gender-equal, inclusive, and respectful educational environment**. The university ensures that all members of the community—regardless of gender identity or expression—are treated fairly and have access to equal opportunities.

## Non-Discrimination Policy for Transgender Individuals

### 1. Protection Against Discrimination

- **Equal Access:** Transgender students and staff are granted equal access to education, employment, facilities, and resources.
- **Non-Discriminatory Policies:** All internal policies, including those related to admission, employment, and promotions, are **inclusive of transgender identities**.

### 2. Respect for Gender Identity

- **Use of Preferred Name and Pronouns:** The university respects the **name, pronouns, and gender identity** expressed by individuals in all official interactions and communications.
- **Gender-Neutral Facilities:** NCUT provides **gender-neutral bathrooms** and promotes the availability of facilities that are safe and accessible for all.

### 3. Anti-Harassment and Support Mechanisms

- **Zero-Tolerance for Harassment:** NCUT strictly prohibits **bullying, harassment, or discrimination** based on gender identity or expression.
- **Support Services:** The university offers **counseling services** and resources to support the well-being of transgender students and staff.

### 4. Inclusion in Gender Equality Education

- **Awareness Programs:** The Gender Equality Education Committee integrates **gender diversity education** into its activities to raise awareness about the experiences and rights of transgender individuals.
- **Training for Staff and Students:** Professional training programs include **topics on gender identity and inclusion**, ensuring that all community members are informed and respectful of diversity.

## 5. Legal Compliance

- **Alignment with National Laws:** NCUT follows Taiwan's progressive policies, including the **Gender Equality Education Act** and other guidelines, which explicitly prohibit discrimination based on gender identity.

### Impact and Benefits

- **Promotes Inclusivity:** Ensures a welcoming environment where transgender students and staff feel accepted and respected.
- **Fosters Safety and Well-Being:** Provides support structures to address challenges faced by transgender individuals.
- **Encourages Diversity:** Strengthens the university community by embracing people of diverse identities and experiences.
- **Complies with Legal Standards:** Aligns with Taiwan's national policies, setting an example of equality and respect for other institutions.

Through these measures, NCUT demonstrates its **commitment to diversity, equity, and inclusion**, ensuring that transgender individuals are fully supported and protected within the university environment.

### NCUT's Initiative to Build Gender-Friendly Toilets

In an effort to respect gender diversity and create a more inclusive environment, NCUT has taken significant steps to break the traditional dichotomy between men's and women's toilets. By removing gender-specific designations, NCUT aims to provide accessible and comfortable facilities for all individuals, including parents with children and people with disabilities. This initiative ensures that everyone has the basic right to use the toilet comfortably and without inconvenience.

#### 1. Inclusivity and Accessibility:

- **Parents and Children:** The removal of gender-specific toilets provides a more convenient and comfortable experience for parents accompanying their children.
- **People with Disabilities:** Ensuring toilets are accessible to people with disabilities by incorporating barrier-free designs.

#### 2. Construction of Gender-Friendly Toilets:

- **Campus Teaching Building:** Gender-friendly toilets have been constructed in the main teaching building to cater to a diverse student body.
- **Qing-Yong Hall:** Additional gender-friendly toilets have been built in Qing-Yong Hall to support inclusive access during events and activities.

### Objectives



- **Promote Respect for Gender Diversity:** By providing gender-neutral restrooms, NCUT fosters an environment that respects and supports all gender identities.
- **Ensure Comfort and Accessibility:** These facilities are designed to be accessible and comfortable for everyone, including those with specific needs such as parents with young children and individuals with disabilities.
- **Enhance Campus Inclusivity:** The initiative aims to create a more inclusive campus environment where everyone feels welcome and respected.

## Implementation Strategy

### 1. Design and Construction:

- Gender-friendly toilets are designed with privacy and safety as top priorities, ensuring that all users feel secure.
- The facilities are equipped with amenities that cater to the needs of diverse users, such as changing tables for parents and accessible fixtures for people with disabilities.

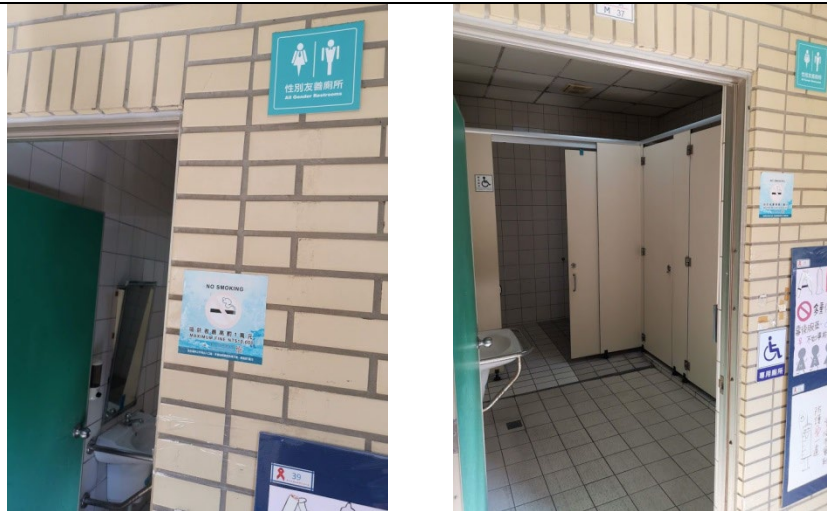
### 2. Awareness and Education:

- NCUT conducts awareness campaigns to educate students, staff, and visitors about the purpose and benefits of gender-friendly toilets.
- Workshops and informational sessions are held to address any concerns and promote acceptance of these inclusive facilities.

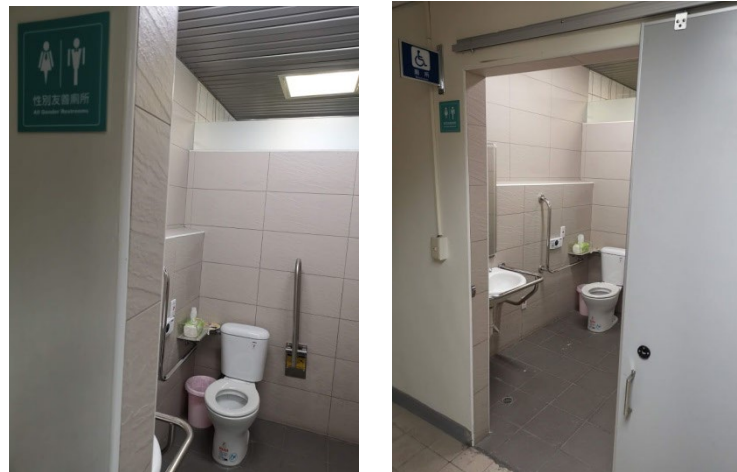
### 3. Feedback and Continuous Improvement:

- Regular feedback are gathered from users to assess the effectiveness of the gender-friendly toilets and identify areas for improvement.
- NCUT continuously updates and refines the design and facilities based on user feedback to ensure they meet the needs of all individuals.

By implementing gender-friendly toilets, NCUT demonstrates its commitment to creating a more inclusive, respectful, and accessible campus environment for everyone. This initiative is a significant step towards breaking down traditional gender barriers and promoting equality and diversity within the university community.



Gender-friendly toilet on the first floor of Guoxiu Building



Gender-friendly toilet on the sixth floor of Qingyong Hall

In order to practice respect for gender diversity and create a gender-friendly environment, NCUT hopes to break the traditional dichotomy between men's and women's toilets. The removal of gender-specific toilets allows "parents and children" and "disabled people" to use the toilets as well as the basic right to use the toilets comfortably when moving. Without the inconvenience caused by the lack of barrier-free or parent-child toilets, NCUT has built gender-friendly toilets in the campus teaching building and Qing-Yong Hall.