



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's Policy of Non-Discrimination for Transgender Individuals

NCUT maintains a comprehensive policy of non-discrimination for transgender individuals, reinforcing its dedication to gender equality, inclusiveness, and respect. All students, faculty, and staff—regardless of gender identity or expression—are guaranteed equal rights, opportunities, and protection under university policies and Taiwan's Gender Equality Education Act

1. Protection and Equal Access

- **Equal Opportunities:** Transgender students and employees enjoy equal access to education, employment, promotion, and campus resources.
- **Inclusive Policies:** All institutional regulations on admission, employment, and benefits explicitly include transgender protections.

2. Respect for Gender Identity

- **Preferred Name and Pronouns:** NCUT recognizes individuals' chosen names and pronouns in all official communication and documentation.
- **Gender-Neutral Facilities:** Gender-friendly toilets have been installed in key buildings (e.g., Teaching Building, Qing-Yong Hall, Guoxiu Building) to ensure comfort and accessibility for everyone, including parents with children and people with disabilities.

3. Anti-Harassment and Support Systems

- **Zero Tolerance for Discrimination:** Harassment or bullying based on gender identity or expression is strictly prohibited.
- **Counseling and Support:** Dedicated counseling services and referral systems assist transgender students and staff with mental-health or transition-related needs.

4. Education and Awareness

- **Gender Equality Education Committee:** Integrates gender-diversity awareness into training, lectures, and campus campaigns.
- **Workshops and Training:** Faculty, staff, and students receive education on gender identity, inclusive communication, and anti-bias practices.

5. Infrastructure and Implementation



- **Barrier-Free Design:** All new facilities adhere to accessibility and inclusivity standards.
- **Feedback and Continuous Improvement:** Regular surveys and consultations guide updates to facilities and policies.

6. Alignment with National and Global Standards

- Complies with Taiwan's Gender Equality Education Act and related national guidelines.
- Supports SDG 5 – Gender Equality, particularly Target 5.1 (End all forms of discrimination against women and girls) and Target 5.c (Adopt enforceable policies for gender equality).

7. Impact and Outcomes

- **Inclusivity:** Strengthens campus cohesion by ensuring all identities are respected.
- **Safety and Well-Being:** Creates a welcoming and psychologically safe environment for transgender individuals.
- **Leadership:** Positions NCUT as a model of diversity, equity, and inclusion among Taiwanese universities.

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.