



University : National Chin-Yi University of Technology
Country : Taiwan
Web Address : www.ncut.edu.tw

[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 Anti-Discrimination and Whistleblower Protection Policy

1. Commitment to Equality and Safe Learning Environment

NCUT is firmly committed to maintaining a campus that upholds dignity, respect, and equality for all members of the community. In alignment with Taiwan's Gender Equality Policy Platform, NCUT's Anti-Discrimination Policy ensures that every student, faculty, and staff member is protected from discrimination, harassment, bullying, and retaliation. The university actively fosters an academic and work environment free from fear of prejudice or victimization, supporting inclusive participation across all educational and employment sectors.

2. Policy Scope and Objectives

The policy applies to all university activities — academic, administrative, and extracurricular — and explicitly prohibits any form of:

- **Discrimination** based on gender, sexual orientation, gender identity, race, religion, nationality, disability, or age.
- **Harassment** (verbal, physical, or psychological) that interferes with an individual's ability to study or work safely.
- **Retaliation** against any individual who reports or assists in the investigation of discrimination, harassment, or bullying.

NCUT's objectives are to:

- Safeguard equal access to education and employment opportunities.
- Promote mutual respect and accountability throughout the campus.
- Establish transparent reporting and redress mechanisms.

3. Protection for Those Reporting Discrimination

To ensure a culture of openness and accountability, NCUT guarantees protection against retaliation for individuals who report misconduct in good faith.

Key safeguards include:

1. **Confidentiality** — Personal identities and case details are handled discreetly and shared only with authorized personnel.

2. **Non-Retaliation** — No student or staff member shall suffer educational, professional, or disciplinary disadvantage for filing a complaint or cooperating in an investigation.
3. **Support Services** — Victims and reporters have access to counseling, legal consultation, and academic support throughout the process.

These measures ensure that reporting discrimination does not result in loss of employment opportunities, lowered grades, or any form of negative evaluation.

4. Reporting and Response Mechanisms

NCUT's response framework for addressing sexual assault, harassment, or bullying incidents prioritizes safety and justice:

1. **Statutory 113 Notification:** All cases must be reported within 24 hours to the relevant authorities, including social and political agencies.
2. **School Safety Notification:** The Campus Safety Center must also be informed within 24 hours to ensure immediate protective measures.
3. **Departmental Coordination:** Depending on the individuals involved, cases are referred to the appropriate office — Academic Affairs, Counseling Center, or Continuing Education.
4. **Victim Support:** The Student Counseling Center provides psychological counseling and follow-up care.
5. **Impartial Investigation:** Every complaint triggers an independent, evidence-based inquiry carried out in accordance with due-process standards.
6. **Confidential Handling:** Investigations are conducted discreetly, with both complainant and respondent's rights safeguarded.
7. **Corrective Measures:** If violations are confirmed, disciplinary actions are taken against perpetrators, and systemic reforms are implemented to prevent recurrence.

5. Integration of Free Speech and Academic Freedom

The policy recognizes that academic freedom and free speech are essential to higher education; however, these freedoms do not extend to behavior that violates anti-discrimination laws or NCUT's ethical code.

The university's approach maintains balance — protecting open discourse while ensuring that no expression or conduct compromises others' dignity or safety.

6. Preventive Education and Awareness

NCUT regularly conducts:

- Gender-Equality and Anti-Bullying Workshops for students and faculty.
- Mandatory Orientation Training on harassment prevention and reporting procedures.
- Awareness Campaigns emphasizing respect, empathy, and inclusiveness.

These proactive efforts build a respectful campus culture and reduce the likelihood of discriminatory behaviors.

7. Continuous Monitoring and Policy Review

The Office of Environmental Protection and Occupational Safety & Health and the Gender Equality Education Committee jointly monitor implementation of the policy.

Annual reviews evaluate:

- The number of reported cases and resolutions.
- Effectiveness of educational interventions.
- Satisfaction and protection outcomes for complainants.

Feedback from these assessments informs policy revisions, ensuring continuous improvement and compliance with evolving national legislation.

8. Alignment with the Sustainable Development Goals (SDGs)

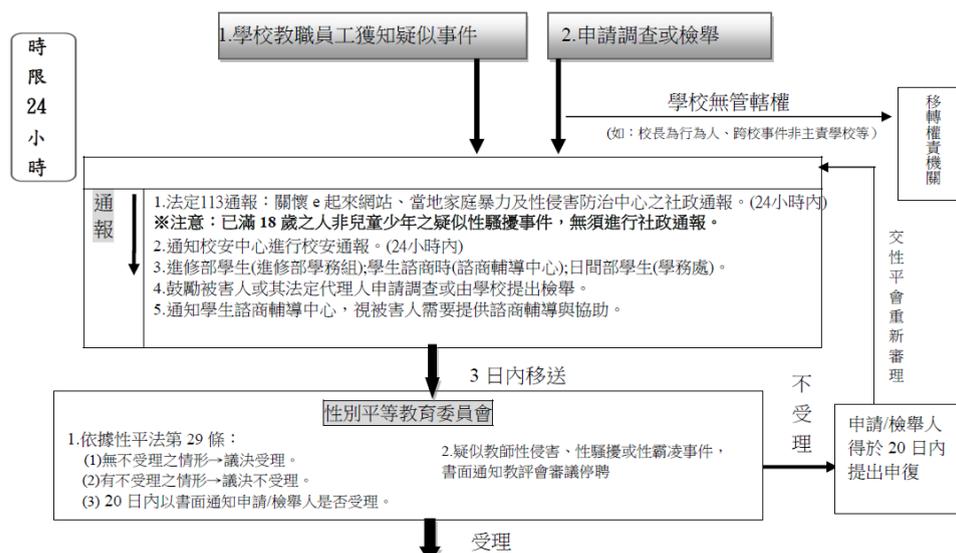
NCUT's Anti-Discrimination and Whistleblower Protection Policy directly supports:

- **SDG 5 – Gender Equality:** Ensuring equal rights and opportunities for women and marginalized groups.
- **SDG 10 – Reduced Inequalities:** Promoting fair treatment and inclusion across the campus community.
- **SDG 16 – Peace, Justice and Strong Institutions:** Strengthening transparency, accountability, and trust in institutional governance.

Through its comprehensive anti-discrimination framework and strong whistleblower protections, **NCUT** demonstrates a profound institutional commitment to equality, dignity, and fairness. By ensuring that individuals can report misconduct without fear of reprisal and by embedding inclusivity into every aspect of governance, the university exemplifies best practices in higher-education human-rights policy and contributes meaningfully to Taiwan's and the UN's global sustainability agenda.

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.

