

致理科技大學性別平等教育實施辦法
Regulations for Gender Equity Education Implementation at
Chihlee University Technology

104.08.28 104 學年度第 1 次校務會議通過

第一章 總則

Chapter 1: General Provisions

第 1 條 為促進本校教職員工生性別地位之實質平等，消除性別歧視，維護人格尊嚴，厚植並建立性別平等之教育資源與環境，特依據性別平等教育法第 12 條制定本辦法。

Chapter 1: General Provisions

Article 1 To promote substantive gender equality among faculty, staff, and students, eliminate gender discrimination, uphold personal dignity, and enhance and establish resources and environments for gender equality education, these regulations are enacted in accordance with Article 12 of the Gender Equity Education Act.

第 2 條 本辦法用詞定義如下：

- 一、性別平等教育：指以教育方式消除性別歧視，促進性別地位之實質平等。
- 二、性侵害：指性侵害犯罪防治法所稱性侵害犯罪之行為。
- 三、性騷擾：指符合下列情形之一，且未達性侵害之程度者：
 - (一)以明示或暗示之方式，從事不受歡迎且具有性意味或性別歧視之言詞或行為，致影響他人之人格尊嚴、學習、工作機會或表現者。
 - (二)以性或性別有關之行為，作為自己或他人獲得、喪失或減損其學習或工作有關權益之條件者。
- 四、性霸凌：指透過語言、肢體或其他暴力，對於他人之性別特徵、性別特質、性傾向或性別認同進行貶抑、攻擊或威脅之行為且非屬性騷擾者。
- 五、性別認同：指個人對自我歸屬性別的自我認知與接受。
- 六、校園性侵害、性騷擾或性霸凌事件：指性侵害、性騷擾或性霸凌事件之一方為學校校長、教師、職員、工友或學生，他方為學生者。

Article 2 The terms used in these regulations are defined as follows:

1. Gender Equality Education: Education aimed at eliminating gender discrimination and promoting substantive gender equality.
2. Sexual Assault: Conduct defined as sexual assault crimes under the Sexual Assault Prevention Act.
3. Sexual Harassment: Conduct that meets one of the following conditions without reaching the level of sexual assault:
 - (1) Verbal or physical behavior with sexual implications or gender discrimination that affects personal dignity, learning, work opportunities, or performance.
 - (2) Behavior based on sex or gender used as a condition to obtain, lose, or impair learning or work-related rights.
4. Sexual Bullying: Conduct that demeans, attacks, or threatens others based on gender traits, characteristics, orientation, or identity, excluding sexual harassment.

5. Gender Identity: An individual's self-awareness and acceptance of their gender.
6. Campus Sexual Assault, Harassment, or Bullying Incident: Cases where one party is a school principal, teacher, staff, worker, or student, and the other party is a student.

第 3 條 本校應設置「性別平等教育委員會」，其任務如下：

- 一、統整學校各單位相關資源，擬訂性別平等教育實施計畫，落實並檢視其實施成果。
- 二、規劃或辦理學生、教職員工及家長性別平等教育相關活動。
- 三、研發並推廣性別平等教育之課程、教學及評量。
- 四、研擬性別平等教育實施與校園性侵害及性騷擾之防治規定，建立機制，並協調及整合相關資源。
- 五、調查及處理與性別平等教育法有關之案件。
- 六、規劃及建立性別平等之安全校園空間。
- 七、推動社區有關性別平等之家庭教育與社會教育。
- 八、其他關於學校或社區之性別平等教育事務。

Article 3 The university shall establish a Gender Equality Education Committee tasked with:

1. Integrating resources from school units and formulating and reviewing implementation plans for gender equality education.
2. Organizing gender equality education activities for students, faculty, staff, and parents.
3. Developing and promoting gender equality curricula, teaching methods, and assessments.
4. Drafting and coordinating regulations and mechanisms for gender equality education and the prevention of campus sexual assault and harassment.
5. Investigating and handling cases related to the Gender Equity Education Act.
6. Planning and creating a safe campus space promoting gender equality.
7. Advocating gender equality in family and social education within the community.
8. Handling other gender equality education matters for the school or community.

第二章 學習環境與資源

Chapter 2: Learning Environment and Resources

第 4 條 本校應提供性別平等之學習環境，尊重及考量學生與教職員工之不同性別、性別特質、性別認同或性傾向，並建立安全之校園空間。

Article 4 The university shall provide a gender-equal learning environment, respect gender diversity, and establish a safe campus space.

第 5 條 本校之招生及就學許可不得有性別、性別特質、性別認同或性傾向之差別待遇。

Article 5 Admission and enrollment permissions must not involve discrimination based on gender, gender traits, orientation, or identity.

第 6 條 本校學生不因性別、性別特質、性別認同或性傾向而有教學、活動、評量、獎懲、福利及服務上之差別待遇；對因性別、性別特質、性別認同或性傾向而處於不利處境之學生應主動提供協助，以改善其處境，

且應積極維護懷孕學生之受教權，並提供必要之協助。

Article 6 Students must not face discriminatory treatment in teaching, activities, evaluations, rewards, welfare, or services due to their gender, traits, orientation, or identity. Special assistance should be provided to disadvantaged and pregnant students to ensure their right to education.

第 7 條 教職員工之職前教育、新進人員培訓、在職進修及教育行政主管人員之儲訓課程，應納入性別平等教育之內容。

Article 7 Pre-service education, new staff training, and professional development for faculty and administrative staff must include gender equality education.

第 8 條 本校之教師及學生申訴評議委員會、教師評審委員會之組成，任一性別委員應占委員總數 1/3 以上。

Article 8 The composition of the Teacher and Student Appeal Committees and the Faculty Review Committees must ensure at least one-third of members are of each gender.

第三章 課程、教材與教學

Chapter 3: Curriculum, Teaching Materials, and Instruction

第 9 條 本校之課程設置及活動設計，應鼓勵學生發揮潛能，不得因性別而有差別待遇，並應廣開性別研究相關課程。

本校應發展符合性別平等之課程規劃與評量方式。

Article 9 Curricula and activity design should encourage students to reach their potential without gender-based discrimination. Gender studies courses should be offered, and curriculum planning and evaluation should incorporate gender equality principles.

第 10 條 學校教材之編寫、審查及選用，應符合性別平等教育原則；教材內容應平衡反映不同性別之歷史貢獻及生活經驗，並呈現多元化之性別觀點。

Article 10 The selection and use of teaching materials must adhere to gender equality principles, reflect all genders' historical contributions and experiences, and present diverse perspectives.

第 11 條 教師使用教材及從事教育活動時，應具備性別平等意識，破除性別刻板印象，避免性別偏見及性別歧視。教師應鼓勵學生修習非傳統性別之學科領域。

Article 11 Teachers must foster gender awareness, challenge stereotypes, and avoid biases in teaching materials and activities. They should encourage students to explore non-traditional gender disciplines.

第四章 校園性侵害、性騷擾或性霸凌之防治

Chapter 4: Prevention of Campus Sexual Assault, Harassment, and Bullying

第 12 條 為預防與處理本校性侵害、性騷擾或性霸凌事件，應訂定校園性侵害、性騷擾或性霸凌之防治辦法；其內容應包括學校安全規劃、校內外教學與人際互動注意事項、校園性侵害、性騷擾或性霸凌之處理機制、程序及救濟方法。

Article 12 The university must establish regulations for preventing and addressing campus sexual assault, harassment, and bullying, including safety planning, interpersonal interaction guidelines, and complaint handling procedures.

第 13 條 本校處理校園性侵害、性騷擾或性霸凌事件，除依相關法律或法規規定通報外，並應將該事件交由本校性別平等教育委員會調查處理。

本校校長、教師、職員或工友不得偽造、變造、湮滅或隱匿他人所犯校園性侵害、性騷擾或性霸凌事件之證據。

Article 13 Cases involving campus sexual assault, harassment, or bullying must be reported and investigated by the Gender Equality Education Committee. Falsifying, concealing, or tampering with evidence is prohibited.

第 14 條 本校調查處理校園性侵害、性騷擾或性霸凌事件時，應秉持客觀、公正、專業之原則，給予雙方當事人充分陳述意見及答辯之機會，但應避免重複詢問。當事人及檢舉人之姓名或其他足以辨識身分之資料，除有調查之必要或基於公共安全之考量者外，應予保密。

Article 14 Investigations must be conducted objectively, fairly, and professionally, ensuring both parties can fully present their cases. The parties' identities must remain confidential unless required for investigation or public safety.

第 15 條 本校於調查處理校園性侵害、性騷擾或性霸凌事件期間，得採取必要之處置，以保障當事人之受教權或工作權。

Article 15 Necessary measures must be taken during investigations to protect the parties' rights.

第 16 條 本校處理校園性侵害、性騷擾或性霸凌事件，應告知當事人或其法定代理人其得主張之權益及各種救濟途徑，或轉介至相關機構處理，必要時，應提供心理輔導、保護措施或其他協助；對檢舉人有受侵害之虞者，並應提供必要之保護措施或其他協助。前項心理輔導、保護措施或其他協助，本校得委請醫師、心理師、社會工作師或律師等專業人員為之。

Article 16 The university must inform involved parties of their rights and available remedies, provide psychological counseling, and implement protective measures when necessary.

The psychological counseling, protective measures, or other assistance mentioned in the preceding paragraph may be provided by professionals such as physicians, psychologists, social workers, or lawyers appointed by the university.

第 17 條 校園性侵害、性騷擾或性霸凌事件經調查屬實後，應依相關法律或法規規定將加害人移送權責機關懲處。

本校為性騷擾或性霸凌事件之懲處時，應命加害人接受心理輔導之處置，並得命加害人為下列一款或數款之處置：

- 一、經被害人或其法定代理人之同意，向被害人道歉。
- 二、接受 8 小時之性別平等教育相關課程。
- 三、接受心理輔導。
- 四、其他符合教育目的之措施。

第一項懲處涉及加害人身分改變時，應給予其書面陳述意見之機會。

第二項之處置，執行時並應採取必要之措施，以確保加害人之配合遵守。

Article 17 Verified incidents must result in penalties or legal actions against the perpetrator, including psychological counseling and potential sanctions, such as apologies, educational courses, or other corrective measures.

When addressing incidents of sexual harassment or bullying, the university shall require the perpetrator to undergo psychological counseling and may impose one or more of the following measures:

1. Apologizing to the victim with the consent of the victim or their legal representative.
2. Completing an 8-hour course on gender equality education.

3. Receiving psychological counseling.
4. Other measures aligned with educational objectives.

If the sanctions in the first paragraph involve changes to the perpetrator's status, the perpetrator must be given the opportunity to provide a written statement.

For the measures in the second paragraph, necessary actions shall be taken to ensure the perpetrator's compliance.

第 18 條 本校調查校園性侵害、性騷擾或性霸凌事件過程中，得視情況就相關事項、處理方式及原則予以說明，並得於事件處理完成後，經被害人或其法定代理人之同意，將事件之有無、樣態及處理方式予以公布。但不得揭露當事人之姓名或其他足以識別其身分之資料。

Article 18 During the investigation of campus sexual assault, sexual harassment, or bullying incidents, the university may explain relevant matters, handling methods, and principles as appropriate. Upon completion of the investigation, and with the consent of the victim or their legal representative, the existence, nature, and resolution of the incident may be disclosed. However, the names or any other identifiable information of the parties involved must not be revealed.

第 19 條 本校應建立校園性侵害、性騷擾或性霸凌事件及加害人之檔案資料。前項加害人轉至其他學校就讀或服務時，本校應於知悉後 1 個月內，通報加害人現就讀或服務之學校。本校接獲前項之通報，應對加害人實施必要之追蹤輔導，非有正當理由，並不得公布加害人之姓名或其他足以識別其身分之資料。本校任用教育人員或進用其他專職、兼職人員前，應依性侵害犯罪防治法之規定，查閱其有無性侵害之犯罪紀錄，或曾經主管機關或學校性別平等教育委員會調查有性侵害、性騷擾或性霸凌行為屬實並經該管主管機關核准解聘或不續聘者。

Article 19 The university shall establish records of campus sexual assault, sexual harassment, or bullying incidents, including data on the perpetrators.

If a perpetrator transfers to another school for study or work, the university must notify the new school within one month of becoming aware of the transfer.

Upon receiving such a notification, the new school must provide necessary follow-up counseling for the perpetrator. The perpetrator's name or any identifiable information must not be disclosed without justifiable reasons.

Before hiring educational staff or other full-time or part-time personnel, the university shall verify, in accordance with the Sexual Assault Crime Prevention Act, whether the individual has a criminal record related to sexual assault or has been found guilty of sexual harassment, sexual assault, or bullying through investigations by the Gender Equality Education Committee or the competent authority, resulting in dismissal or non-renewal of employment.

第五章 申請調查及救濟

Chapter 5: Application for Investigation and Remedies

第 20 條 本校於接獲調查申請或檢舉時，應於 20 日內以書面通知申請人或檢舉人是否受理。

本校於接獲調查申請或檢舉時，有下列情形之一者，應不予受理：

一、非屬本辦法所規定之事項者。

二、申請人或檢舉人未具真實姓名者。

三、同一事件已處理完畢者。

前項不受理之書面通知，應敘明理由。

申請人或檢舉人於第 1 項之期限內未收到通知或接獲不受理通知之次日起 20 日內，得以書面具明理由，向本校或主管機關申復。

Article 20 Upon receiving an investigation application or report, the university shall notify the applicant or reporter in writing within 20 days whether the case will be accepted.

Applications or reports will not be accepted if:

1. The matter is not within the scope of these regulations.
2. The applicant or reporter does not provide their real name.
3. The same incident has already been resolved.

For cases not accepted, the written notice must explain the reasons. Applicants or reporters who do not receive notification within the specified time or are notified of non-acceptance may submit a written appeal to the university or competent authority within 20 days, stating the reasons for reconsideration.

第 21 條 本校接獲前條第 1 項之申請或檢舉後，除有前條第 2 項所定事由外，應於 3 日內交由本校性別平等教育委員會調查處理。

本校性別平等教育委員會處理前項事件時，得成立調查小組調查之。

前項小組成員應具性別平等意識，女性人數比例，應占成員總數 1/2 以上，必要時，部分小組成員得外聘。

處理校園性侵害、性騷擾或性霸凌事件所成立之調查小組，其成員中具性侵害、性騷擾或性霸凌事件調查專業素養之專家學者之人數比例應占成員總數 1/3 以上；雙方當事人分屬不同學校時，並應有申請人學校代表。

性別平等教育委員會或調查小組依本辦法規定進行調查時，行為人、申請人及受邀協助調查之人或單位，應予配合，並提供相關資料。

行政程序法有關管轄、移送、迴避、送達、補正等相關規定，於本辦法適用或準用之。

性別平等教育委員會之調查處理，不受該事件司法程序進行之影響。

性別平等教育委員會為調查處理時，應衡酌雙方當事人之權力差距。

Article 21 Upon receiving an accepted application or report (excluding cases described in Article 20), the university shall forward the case to the Gender Equality Education Committee within three days for investigation and handling.

The Gender Equality Education Committee may establish an investigation team for the case.

1. Team members must have gender equality awareness, and at least half of the members must be female. If necessary, external members may be appointed.
2. For cases involving campus sexual assault, harassment, or bullying, at least one-third of the team members must be experts with relevant investigative expertise. If the parties involved belong to different schools, the applicant's school must have a representative on the team.

All parties involved, including the respondent, applicant, and any individuals or units assisting with the investigation, must cooperate and provide relevant information.

Administrative procedure laws regarding jurisdiction, transfer, recusal, notification, and correction are applicable or supplementary to these regulations. Investigations by the Gender Equality Education Committee are independent of judicial proceedings and must account for power imbalances between the parties involved.

第 22 條 本校性別平等教育委員會應於受理申請或檢舉後 2 個月內完成調查。必要時，得延長之，延長以 2 次為限，每次不得逾 1 個月，並應通知申請人、檢舉人及行為人。

性別平等教育委員會調查完成後，應將調查報告及處理建議，以書面向本校提出報告。

本校應於接獲前項調查報告後 2 個月內，自行或移送相關權責機關依本辦法或相關法律或法規規定議處，並將處理之結果，以書面載明事實及理由通知申請人、檢舉人及行為人。

本校為前項議處前，得要求性別平等教育委員會之代表列席說明。

Article 22 The Gender Equality Education Committee must complete the investigation within two months of accepting an application or report. If necessary, the investigation may be extended twice, with each extension not exceeding one month. The applicant, reporter, and respondent must be notified of the extension.

Upon completing the investigation, the committee shall submit a written report with findings and recommendations to the university.

The university must act on the investigation report within two months, either by handling the matter internally or transferring it to the relevant authorities in accordance with these regulations and applicable laws. The university shall notify the applicant, reporter, and respondent in writing, detailing the facts and reasons for its decisions.

Before taking action, the university may request representatives from the Gender Equality Education Committee to provide explanations.

第 23 條 申請人及行為人對於前條第 3 項處理之結果有不服者，得於收到書面通知次日起 20 日內，以書面具明理由向本校申復。

前項申復以 1 次為限。

本校發現調查程序有重大瑕疵或有足以影響原調查認定之新事實、新證據時，得要求性別平等教育委員會重新調查。

第 24 條 性別平等教育委員會於接獲前條本校重新調查之要求時，應另組調查小組；其調查處理程序，依本辦法之相關規定。

Article 23 If the applicant or respondent disagrees with the outcome, they may submit a written appeal to the university within 20 days of receiving the decision, stating their reasons.

Each party is limited to one appeal.

If significant procedural flaws or new facts/evidence are discovered that could affect the original findings, the university may request the Gender Equality Education Committee to reopen the investigation.

第 24 條 性別平等教育委員會於接獲前條本校重新調查之要求時，應另組調查小組；其調查處理程序，依本辦法之相關規定。

Article 24 Upon receiving a request for a re-investigation, the Gender Equality Education Committee shall form a new investigation team to handle the case, following the relevant procedures outlined in these regulations.

第 25 條 申請人或行為人對申復結果不服，得於接獲書面通知書之次日起 30 日

內，依性別平等教育法第 34 條之規定提起救濟。

Article 25 If the applicant or respondent disagrees with the results of the appeal, they may seek further remedies within 30 days of receiving written notification, in accordance with Article 34 of the Gender Equity Education Act.

第 26 條 本校對於與本辦法事件有關之事實認定，應依據本校性別平等教育委員會之調查報告。

Article 26 The university's factual determinations regarding incidents covered by these regulations shall be based on the investigation report of the Gender Equality Education Committee.

第 27 條 本校校長、教師、職員或工友違反第 13 條第一項所定疑似校園性侵害事件之通報規定，致再度發生校園性侵害事件；或偽造、變造、湮滅或隱匿他人所犯校園性侵害事件之證據者，應依法予以解聘或免職。本校對違反前項規定之人員，應依法告發。

Article 27 If the university president, teachers, staff, or workers fail to report suspected campus sexual assault incidents as required under Article 13, leading to subsequent incidents, or if they falsify, alter, destroy, or conceal evidence, they shall be dismissed or terminated under the law.

The university shall report violations of the above provisions to the authorities as law requires.

第 28 條 本辦法經校務會議通過，陳請校長核定後實施，修正時亦同。

Article 28 The University Affairs Council approved these regulations and implemented them upon authorization by the president. Amendments follow the same procedure.