

Yuan Ze University Regulations Governing Prevention of Gender-Related Incidents on Campuses

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Article 1 These Regulations are formulated in accordance with the Regulations Governing Prevention of Gender-Related Incidents on Campuses" of the Ministry of Education (hereinafter referred to as "these Regulations").

Article 2 Definitions of terms used in these Regulations:

- 1. Gender Equality Education:** Refers to education that fosters respect for gender diversity, eliminates gender discrimination, and promotes substantive gender equality.
- 2. School, Teachers, Staff, Workers, and Students:**
 - (1) **School:** Refers to public and private schools at all levels, military schools, preparatory schools, police schools at all levels, and juvenile correctional schools.
 - (2) **Teachers:** Refers to full-time teachers, part-time teachers, substitute teachers, temporary teachers, military instructors, volunteers assisting with teaching, educational interns actually performing teaching duties, internship supervisors at internship sites, and other personnel performing teaching or research duties.
 - (3) **Staff and Workers:** Refers to personnel other than teachers mentioned in the preceding subparagraph, who regularly perform school affairs, volunteers assisting with school affairs, innovative student affairs personnel, and others designated by the central competent authority.
 - (4) **Students:** Refers to those with student status, those without student status during academic transition periods, those receiving continuing education, exchange students, educational interns or visiting students, and others designated by the central competent authority.
- 3. Campus Gender Equity Incident:** Refers to an incident in which one party is the president, a teacher, staff member, worker, or student, and the other party is a student, and one of the following circumstances applies:
 - (1) **Sexual Assault:** Refers to acts of sexual assault crimes as defined by the Sexual Assault Crime Prevention Act.
 - (2) **Sexual Harassment:** Refers to acts that meet one of the following conditions and do not reach the level of sexual assault:

- A Engaging in unwelcome verbal or behavioral conduct related to sex or gender, explicitly or implicitly, which affects another person's dignity, learning, or opportunities or performance at work.
 - B Using sex or gender-related conduct as a condition for oneself or others to gain, lose, or diminish rights related to learning or work.
- (3) **Sexual Bullying:** Refers to acts of denigration, attack, or threat against another person's gender characteristics, gender traits, sexual orientation, or gender identity through language, physical actions, or other violence, and which are not sexual harassment.
 - (4) **President or Faculty/Staff Member Violating Professional Ethics Related to Sex or Gender:** Refers to a president or faculty/staff member who develops an intimate relationship with a minor student, or exploits an unequal power dynamic while engaging in teaching, guidance, training, evaluation, management, counseling, or providing work opportunities for students, thereby forming a relationship involving sex or gender-related interactions that violates professional ethics.
 - (5) Campus gender equity incidents include those occurring between different schools.
4. **Gender Identity:** Refers to an individual's recognition and acceptance of their self-identified gender.

Article 3 To prevent campus gender equity incidents, the school shall allocate funds, regularly review the planning and use of campus spaces and facilities, record spaces where gender incidents have occurred, produce campus space review reports, and draw campus safety maps as needed to facilitate campus space improvements.

The aforementioned review of campus space and facility planning should consider the special needs of students regarding physical and mental functions or language and cultural differences, providing safety planning and explanations that meet their needs; its scope should include dormitories, sanitary facilities, school buses, etc., located within the campus.

The school shall regularly hold campus space safety review briefings, inviting professional space designers, faculty, staff, and students (campus users) to participate. These review briefings may be held electronically, and the review results and related records shall be announced to the public.

Article 4 The president, faculty, staff, and students shall respect gender diversity and eliminate gender discrimination in the course of on-campus or off-campus teaching, official duties, and interpersonal interactions.

When teachers perform teaching, guidance, training, evaluation, management, counseling, or provide students with work opportunities, they shall not develop relationships in interpersonal interactions that violate professional ethics and gender ethics.

Article 5 When a student is an intern outside the school and experiences sexual harassment during the internship period, the matter shall be handled in accordance with Article 2, Paragraph 5 of the

Gender Equality in Employment Act; if one party to the incident is an internship supervisor at the internship site, these Regulations shall also apply.

The term "internship supervisor at the internship site" as mentioned in the preceding paragraph refers to personnel who teach or provide professional knowledge to students, provide practical training, and guide students in practical operational training.

If the school becomes aware that an intern is a victim of a sexual assault, sexual harassment, or sexual bullying incident, but the incident does not fall within the scope of application of these Regulations, the school may handle the matter in accordance with Article 25, Paragraph 3 of the Gender Equity Education Act.

If the school becomes aware that an intern is a victim of a campus gender equity incident, it shall immediately take effective corrective and remedial measures.

Article 6 When the president or a faculty/staff member holds an unequal power relationship (e.g., in terms of status, knowledge, age, physical strength, identity, ethnicity, or resources) while engaging in teaching, guidance, training, evaluation, management, counseling, or providing students with work opportunities, they shall not establish relationships with adult students involving sex- or gender-related interpersonal interactions that are based on sexual behavior or emotional attachment and violate professional ethics.

If the president or a faculty/staff member becomes aware that their relationship with a student may constitute a violation of the professional ethics described in the preceding paragraph, they shall proactively recuse themselves and report the matter to the university or its competent authority for appropriate handling.

Article 7 The president, faculty, staff, and students shall respect both their own and others' sexual and bodily autonomy, refrain from unwelcome pursuit behaviors, and shall not employ coercive or violent means to resolve sex- or gender-related conflicts.

Article 8 When a campus gender equity incident occurs, the applicant (including the applicant, their legal guardian, or actual caregiver) or informant may submit a written, named application to the school for investigation. However, if the perpetrator is currently or was previously the school principal, the application for investigation or report shall be submitted to the competent authority of the school at the time of the incident (hereinafter referred to as the "incident jurisdiction authority").

If the school discovers a suspected gender equity incident while handling a bullying incident, it shall treat it as a report and handle it according to the reporting procedures.

Article 9 When the president, a teacher, staff member, or worker becomes aware of a suspected campus gender equity incident, they shall immediately report it to the Campus Security Center. The Campus Security Center shall then report it to the Ministry of Education or the Sexual Assault Prevention Center in accordance with relevant regulations, no later than 24 hours.

Except when necessary for investigation, due to public safety considerations, or when otherwise specifically provided by law, the names of the parties involved and the informant, or other information sufficient to identify them, shall be kept confidential.

Article 10 Applicants or informants for campus gender equity incidents may fill out a complaint form; if made orally or via email, the receiving unit shall make a record, which shall be confirmed as accurate by the applicant or informant before being signed or sealed by them.

The written or oral record mentioned in the preceding paragraph shall specify the following matters:

- 1 The name of the applicant or informant, identification document number, unit and position of service or study, residence, contact number, and date of application for investigation.
- 2 If the applicant appoints an agent to apply for investigation, a power of attorney shall be attached, specifying the agent's name, identification document number, residence, and contact number.
- 3 The factual content of the investigation application and relevant evidence.

If the school becomes aware of any of the following circumstances regarding a suspected campus gender equity incident, the Gender Equity Education Committee (hereinafter referred to as "the GEEC") shall evaluate the impact of the incident on students' right to education and campus safety, and initiate an investigation procedure in the form of a report through a committee resolution to clarify the facts and take necessary measures to protect students' rights and campus safety:

- 1 Two or more victims.
- 2 Two or more perpetrators.
- 3 The perpetrator is the president or a faculty/staff member.
- 4 Involves campus safety issues.
- 5 Other circumstances deemed necessary by the GEEC to initiate an investigation in the form of a report.

Article 11 Campus gender equity complaint incidents shall be received by the Office of Student Affairs and transferred to the GEEC contact within 3 days for handling and convening of the Gender Equity Education Committee.

Article 12 Within 20 days after receiving an application for investigation or a report, the school shall notify the applicant or informant in writing whether the case is accepted. A written notice of non-acceptance shall state the reasons and inform the applicant or informant of the deadline and unit for appeal.

Within 20 days from the day following receipt of the non-acceptance notice, an appeal stating specific reasons may be submitted in writing. Appeals for non-acceptance are limited to one.

Upon receiving an appeal, the school shall submit the investigation application or report to the GEEC for reconsideration of acceptance and notify the appellant of the appeal result in writing

within 20 days. If the appeal is deemed justified, the GEEC shall investigate and handle the matter according to law.

Article 13 When the GEEC handles a campus gender equity incident, it may establish an investigation team. The investigation team shall generally consist of 3 to 5 members, with the proportion of female members being more than one-half of the total. If necessary, some or all of the investigation team members may be externally appointed. However, if the perpetrator is a principal, teacher, staff, or worker, an investigation team must be established, and all its members shall be externally appointed.

Counselors of the parties involved in a campus gender equity incident shall recuse themselves from the investigation of that incident; personnel involved in the investigation and handling of campus sexual assault, sexual harassment, or sexual bullying incidents shall also recuse themselves from counseling the parties involved.

If the parties involved in a campus gender equity incident belong to different schools, the investigation team members mentioned in the preceding paragraph shall include a representative from the victim's current school. However, this limitation does not apply if the victim, their legal guardian, or actual caregiver requests that the victim's current school not be notified, and the Gender Equity Education Committee determines that notification is not necessary.

Relevant provisions of the Administrative Procedure Act regarding jurisdiction, transfer, recusal, service, and rectification shall apply or be applied *mutatis mutandis* to these Regulations.

Article 14 The GEEC shall complete the investigation within 2 months after accepting the application or report. If necessary, the period may be extended.

Article 15 When investigating and handling campus gender equity incidents, the following procedures shall be observed:

- 1 The perpetrator shall personally attend and accept the investigation; if the party involved is a minor, they may be accompanied by their legal guardian or actual caregiver during the investigation.
- 2 If the party involved holds a disability certificate issued by a competent authority at any level or a valid special education student identification certificate, the investigation team members shall include someone with special education expertise.
- 3 If there is an unequal power relationship between the perpetrator and the victim, informant, or person invited to assist with the investigation, confrontation between them shall be avoided.
- 4 The names of the perpetrator, victim, informant, or persons invited to assist with the investigation, and other information sufficient to identify them, shall be kept confidential. However, this does not apply if it is necessary for investigation or based on public safety considerations.

- 5 When notifying the parties involved, relevant personnel, or units in writing to cooperate with the investigation and provide information in accordance with Article 33, Paragraph 5 of this Act, the notice shall state the purpose of the investigation, time, place, and the consequences of not attending.
- 6 The notice mentioned in the preceding subparagraph shall state that the parties involved shall not privately contact or disseminate information about the incident through the internet, communication software, or other channels.
- 7 Personnel of the university or institution shall not, under any pretext, inquire into or investigate the case, nor shall they request the parties involved to submit personal statements or written pledges.
- 8 For the purpose of investigation, and within the limits of confidentiality obligations, additional written materials may be prepared and provided to the perpetrator, the victim, or individuals invited to assist in the investigation, or a summary thereof may be made available for review.
- 9 If the applicant withdraws the application for investigation, to clarify relevant legal responsibilities, this school or institution may, by resolution of its GEEC, or at the request of the perpetrator, continue the investigation and handling. If the competent authority of the school deems the circumstances serious, it shall order this school to continue the investigation and handling.
- 10 Requests from parties involved to read, transcribe, photocopy, or photograph relevant materials or files shall be handled in accordance with the Administrative Procedure Act.
- 11 Records of party interviews during the investigation process may be supplemented by audio recording, and if necessary, by video recording; the interview record shall be read aloud to or reviewed by the party involved, and after confirming its accuracy, signed or sealed by them.

Article 16 If the applicant, victim, or perpetrator is dissatisfied with the outcome of the handling, they may submit a written appeal stating specific reasons to this school within thirty days from the day following receipt of the written notice. If made orally, the receiving school or institution shall make a record, which shall be read aloud to or reviewed by the applicant, victim, or perpetrator, and after confirming its accuracy, signed or sealed by them.

Upon receiving the appeal, the school shall immediately form a review panel and make a reasoned decision within thirty days, notifying the appellant of the appeal result in writing.

The aforementioned appeal is limited to one.

Article 17 To protect the right to education or employment of parties involved in campus gender equity incidents, this school may take the following measures when necessary:

- 1 Flexibly handle the parties' attendance records or academic/work performance evaluations, and actively assist them with their studies or duties, without being subject to restrictions on leave, teacher, and student performance evaluation related regulations.

- 2 Respect the victim's wishes, reduce opportunities for interaction between the parties, and, at the victim's request or based on the GEEC's assessment of the incident's impact on students' right to education and campus safety, terminate the relationship between the parties in performing teaching, guidance, training, evaluation, management, counseling students, or providing students with work opportunities, or order the perpetrator to avoid contact.
- 3 Take necessary measures to prevent retaliation.
- 4 Prevent and reduce the possibility of the perpetrator causing further harm.
- 5 Other measures deemed necessary by the GEEC.

If the party involved is not the personnel of this school, their affiliated school shall be notified to handle the matter in accordance with the preceding paragraph.

The necessary measures mentioned in the preceding two paragraphs shall be executed after a resolution by the GEEC.

Article 18 When handling campus sexual assault, sexual harassment, or sexual bullying incidents, the victim or their legal guardian shall be informed of their rights, or proactively referred to relevant agencies. If necessary, psychological counseling, legal consultation, academic assistance, financial assistance, protective measures, or other assistance shall be provided. However, this school shall still investigate and handle the incident in accordance with this Act.

If the party involved is not the personnel of this school, their affiliated school shall be notified to provide necessary assistance in accordance with the preceding paragraph.

Article 19 The investigation and handling by the GEEC shall not be affected by whether judicial proceedings for the incident are ongoing or by their outcome.

The investigation procedure mentioned in the preceding paragraph shall not be suspended due to the perpetrator losing their original status.

Article 20 After a campus gender equity incident is verified by the GEEC, disciplinary action shall be taken in accordance with relevant laws and regulations. If other agencies have disciplinary authority based on relevant laws or regulations, the school or competent authority shall transfer the incident to the other competent agencies for disciplinary action. If there is evidence of malicious accusation, appropriate disciplinary action shall also be taken against the applicant or informant in accordance with the law.

The measures taken against the perpetrator shall be ordered by the disciplining school or competent authority and implemented with necessary measures to ensure the perpetrator's cooperation and compliance. The nature of the measures, method of implementation, duration of implementation, and legal consequences of non-compliance shall be stated in the written notice of the handling result.

The GEEC of the disciplining school or competent authority shall discuss and decide the nature, implementing unit or personnel, implementation method, implementation period, and cost allocation for the following measures:

1. The perpetrator shall receive psychological counseling and guidance.
2. The perpetrator shall apologize to the victim, with the consent of the victim, their legal guardian, or actual caregiver.
3. The perpetrator shall complete eight hours of courses related to gender equity education.
4. Other educational measures deemed appropriate

For the measures mentioned in subparagraph 4 of the preceding paragraph, if necessary, considering that the perpetrator is a student, they may be integrated into the school's curriculum, teaching or promotional activities, executed, and recorded.

Article 21 The school shall establish archival records of campus gender equity incidents and the individuals involved.

If the perpetrator referred to in the preceding paragraph transfers to another school for study or employment, the school shall notify the receiving institution within one month of becoming aware of the transfer.

The institution receiving the aforementioned notification shall provide necessary follow-up counseling to the perpetrator. The perpetrator's name or other identifying information shall not be disclosed without just cause.

If, after being disciplined, the perpetrator continues to engage in unlawful acts such as harassment or retaliation against the victim, their name may be publicly disclosed as a warning, in addition to being punished in accordance with the Criminal Code and other applicable regulations.

Article 22 Campus gender incidents at this school shall be handled in accordance with the "Yuan Ze University Campus Gender Equity Incident Investigation, Handling, and Appeal Flowchart" (see Appendix 1).

Article 23 Matters not covered in these Regulations shall be handled in accordance with the Gender Equity Education Act and related regulations.

Article 24 These Regulations shall be promulgated and implemented after being passed by the University Affairs Meeting, and the same shall apply to any amendments.

If there is any discrepancy between the Chinese and English versions, the Chinese version will take precedence.
