

NTU Workplace Antidiscrimination and Gender Equality Statement

December 12, 2023 Passed by the 3,159th Administrative Meeting

National Taiwan University (hereinafter NTU) is committed to creating a workplace that ensures individual dignity, prevents infringements of rights, and prohibits discrimination or harassment. NTU Workplace Antidiscrimination and Gender Equality Statement is established to ensure that all faculty and staff members receive proper respect and equal treatment.

1. Prohibition of Employment Discrimination

The University prohibits discrimination on the basis of race, class, language, thought, religion, political party, place of origin, place of birth, gender, gender orientation, age, marital status, appearance, facial features, disability, horoscope, blood type, or past membership in any labor union, etc. as conditions for recruitment, selection, labor conditions, promotion, job transfer, commendation, discipline, training, benefits, or dismissal. No discriminatory human resources regulations may be formulated.

2. Zero Tolerance of Sexual Harassment

To achieve substantive gender equality, eliminate gender discrimination, preserve human dignity, and safeguard the right to work, the University adopts a "zero-tolerance" principle regarding sexual harassment. All faculty and staff members shall comply with gender equality laws, including the Gender Equality in Employment Act, the Gender Equity Education Act, the Sexual Harassment Prevention Act, and Regulations on the Prevention and Handling of Sexual Assault, Sexual Harassment, or Sexual Bullying on Campus, etc. Relevant clauses on sexual harassment shall be incorporated into contracts. Faculty and staff in serious violation shall have their contracts terminated in accordance with regulations.

3. Building a Friendly Workplace

In line with its social responsibility and impact as a university, the University does not engage in forced labor or child labor. The University ensures that workers in the same positions receive equal pay regardless of gender, gender identity, age, race, or religion. The University collaborates with faculty and staff to build an equal and friendly workplace and jointly safeguards labor rights and interests.

4. Communication and Training

NTU will communicate the Statement to its faculty and staff members through various means including meetings, internal documents, announcements, and emails as appropriate and will continue to organize training and forums on anti-discrimination and equality topics to inform how the faculty and staff members can protect their own rights and to ensure that the Statement is fully complied with.

5. Complaint/Report Channels

Faculty and staff who discover any violation, suspected violation, or potential violation of this Statement may file a signed complaint or report through the following channels together with concrete factual details, related information, and documents:

- (1) NTU Campus Security
24-hour hotline: 02- 33669110; Email: epc@ntu.edu.tw
- (2) NTU Personnel Office
Sexual harassment and report hotline: 02-33665903; Email: leader@ntu.edu.tw
- (3) NTU Gender Equality Education Committee
Campus gender-related event complaint hotline: 02-33669607 or 33669608; Email: gender@ntu.edu.tw
- (4) NTU Campus Dispute Mediation Committee
For resolving campus disputes and enhancing campus harmony, the committee hotline is 02-33662034; Email: secretariat@ntu.edu.tw
- (5) NTU Faculty Appeals Committee
Full-time faculty members may appeal decisions they consider illegal or inappropriate to the hotline: 02-33662032; Email: secretariat@ntu.edu.tw
- (6) NTU Staff Appeals Committee
Staff members may appeal against management measures or working conditions they find inappropriate to the hotline: 02-33662036; Email: secretariat@ntu.edu.tw

6. Protection of Complainants

All personnel of NTU handling complaints or reports shall maintain confidentiality regarding the names and other information sufficient to identify the parties, except where investigation necessitates or on the basis of public safety concerns. Moreover, the University will not dismiss, transfer post, or impose other unfavorable measures on parties filing complaints or reports.

7. The Statement shall be passed by the Administrative Meeting and then implemented on the date of promulgation.

※ The English translation thereof is for reference only and [the Chinese version](#) shall always prevail in case of any inconsistency between the Chinese version and the English translation thereof.