

# 國立中興大學性別平等教育實施與獎勵辦法

104年12月11日第73次校務會議訂定  
111年4月22日第96次校務會議修正(第3條)

- 第一條 國立中興大學(以下簡稱本校)為鼓勵教職員工生提昇性別平權觀念，消除性別歧視，建立性別平等之教育及工作環境，落實友善校園理想，爰依據性別平等教育法，訂定「國立中興大學性別平等教育實施與獎勵辦法」(以下簡稱本辦法)。
- 第二條 為落實本辦法，本校特設置「性別平等教育委員會」(以下簡稱性平會)，任務如下：
- 一、統整本校各單位相關資源，擬訂性別平等教育實施計畫，落實並檢視其實施成果。
  - 二、規劃或辦理學生及教職員工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。
  - 四、研擬性別平等教育實施與校園性侵害、性騷擾及性霸凌之防治規定，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。
- 第三條 本校性平會置委員二十一名，任期二年，得連任，每學期應至少開會一次，以校長為主任委員，主任秘書、教務長、學生事務長、總務長、各院代表乙名為當然委員，其餘委員由校長遴聘具性別平等意識之教師代表、職工代表、學生代表及性別平等教育相關領域之專家學者，其中女性委員應占委員總數二分之一以上。
- 學生代表由校長從各學院推舉人選中遴選二名代表，並採一年推舉一次制。本校性平會委員不得委託代理出席。
- 第四條 本校性平會置執行秘書一人，由本校主任秘書兼任之，督導教務處、學生事務處、總務處及人事室，綜理本校性平會有關業務。
- 第五條 本校性平會為落實本辦法第二條之工作項目，分設四個工作小組，負責擬定每年度性別平等教育實施計畫及各項工作內容：
- 一、行政規劃組，由性平會執行秘書擔任組長，負責統籌年度工作計畫。
  - 二、課程教育組，由教務長擔任組長，負責推動及補助性別平等教育之課程與教學等相關事項。
  - 三、校園性平事件防治組，由學生事務長擔任組長，負責性別平等教育推廣活動與校園性侵害、性騷擾或性霸凌事件調查與防治等相關事項。

四、校園安全空間組，由總務長擔任組長，負責規劃與建立校園安全空間等相關事項。

第六條 本校之招生及就學許可不得有性別或性傾向之差別待遇。

第七條 本校不得因學生之性別或性傾向而給予教學、活動、評量、獎懲、福利及服務上之差別待遇。但性質僅適合特定性別者，不在此限。

本校對因性別或性傾向而處於不利處境之學生應積極提供協助，以改善其處境。

本校應積極維護懷孕學生之受教權，並提供必要之協助。

第八條 本校教師從事教育活動時，應具備性別平等意識，破除性別刻板印象，呈現多元之性別觀點，鼓勵學生修習非傳統性別領域之課程。

第九條 為鼓勵本校教職員工生從事或參與性別平等教育相關活動，訂定獎勵原則如下：

一、本校教師開設性別平等教育相關課程並經本校性平會審議通過者，每門課程補助新臺幣 5,000 元至 10,000 元。每學年每門課程以補助一次為限。

二、本校專任教師出席性別平等議題國際會議者，經本校性平會審議通過，可向本校研發處提出補助申請。

三、本校教職員工參與本校校園性侵害、性騷擾或性霸凌事件調查處理有具體事實者，經本校性平會審議通過予以頒發獎狀或依本校員工相關獎懲規定辦理。

四、本校教職員工生積極參與或配合校園性別平等教育服務推廣活動而有具體事蹟者，經本校性平會審議通過予以頒發獎狀或依本校員工相關獎懲規定及學生獎懲辦法辦理。

第十條 本校校園性侵害、性騷擾或性霸凌事件之處理及本辦法未明訂之相關事宜，依據性別平等教育法與校園性侵害性騷擾或性霸凌防治準則辦理。

第十一條 本辦法所需經費由本校性平會編列專款支應。

第十二條 本辦法經校務會議通過後實施，修正時亦同。

# NATIONAL CHUNG HSING UNIVERSITY

## Regulations for Gender Equality Education and Incentives

December 11, 2015—Formulated by the University Council at its 73<sup>rd</sup> meeting

April 22, 2022—(Article 3) Amended by the University Council at its 96<sup>th</sup> meeting

- Article 1 National Chung Hsing University (NCHU or “the University”) has formulated the *Regulations for Gender Equality Education and Incentives* (hereinafter, “the Regulations”) in accordance with the *Gender Equity Education Act* to promote faculty, staff, and students’ awareness of gender equality, eliminate gender discrimination, foster a gender-equal education and work environment, and achieve the ideal of a gender-friendly campus.
- Article 2 To enforce the provisions herein, the University shall establish a Gender Equality Education Committee (“the Committee”), which shall assume responsibility for the following tasks:
1. Consolidation of resources from different units of the University; formulation, implementation, and review of gender equality education plans
  2. Planning and organization of gender equality education campaigns for faculty, staff, and students
  3. Development and promotion of gender equality education programs and courses
  4. Formulation of regulations and establishment of mechanisms for the implementation of gender equality education and the prevention of sexual assault, harassment, and bullying on campus; coordination and consolidation of related resources
  5. Investigation and handling of incidents related to the *Gender Equity Education Act*
  6. Planning and fostering of a safe, gender-equal campus
  7. Promotion of community- and family-based gender equality education initiatives
  8. Other matters related to gender equality education at the University or in the community
- Article 3 The Committee shall be composed of 21 members, who shall serve a two-year term and may serve consecutive terms if reappointed. Members shall convene at least once per semester. The NCHU President shall serve as Committee chair, with the University’s Secretary-General, Vice President for Academic Affairs, Vice President for Student Affairs, Vice President for General Affairs, and one representative from each college serving as *ex officio* members. The remaining seats shall be filled by gender-sensitive faculty, staff, and student representatives, as well as experts and scholars in fields related to gender equality education appointed by the President. Female members shall account for at least half of the seats on the Committee.
- Each year, the NCHU President shall select two student representatives from among the candidates nominated by each college.
- Members shall attend committee meetings in person and may not appoint proxies to do so on their behalf.
- Article 4 The University’s Secretary-General shall concurrently serve as the executive secretary of the Committee to oversee gender equality-related tasks undertaken by the Office of Academic Affairs, Office of Student Affairs, and Office of General Affairs, and the Personnel Department.

- Article 5 To enforce the work items listed under Article 2 herein, the Committee shall establish the following four divisions to formulate annual gender equality education plans and carry out the associated tasks:
1. The **Administrative and Planning Division**, headed by the executive secretary of the Committee, shall be responsible for the formulation of annual gender equality education plans.
  2. The **Course and Curriculum Division**, headed by the Vice President for Academic Affairs, shall be responsible for the implementation and subsidization of gender equality education courses and curriculum.
  3. The **Campus Sexual Harassment Prevention Division**, headed by the Vice President for Student Affairs, shall be responsible for the promotion of gender equality awareness and investigation and prevention of sexual assault, harassment, and bullying on campus.
  4. The **Campus Safety Division**, headed by the Vice President for General Affairs, shall be responsible for the planning and fostering of a safe campus environment.
- Article 6 The University shall treat all students and prospective students equally in the admissions and enrollment process, regardless of their gender identification or sexual orientation.
- Article 7 The University shall provide the same educational standards, activities, evaluation criteria, awards and punishments, benefits, and services to all students regardless of their gender identification or sexual orientation, except where such standards, activities, or criteria only apply to specific genders.
- The University shall provide active assistance for students who are at a disadvantage due to their gender identification or sexual orientation in order to improve their experience at the University.
- To safeguard students' right to education, the University shall actively provide the necessary assistance to pregnant students.
- Article 8 Faculty members shall ensure that any teaching activities be carried out in a manner that is gender sensitive and free of gender stereotypes. They shall accommodate different gender perspectives and encourage students to take courses involving non-traditional gender studies.
- Article 9 The University shall provide the following incentives to encourage faculty, staff, and students of the University to participate in gender equality education activities:
1. Each gender equality-related course offered by faculty members of the University shall be granted a subsidy of NT\$5,000 to 10,000 with the Committee's approval. The same course may not receive more than one subsidy per academic year.
  2. Full-time faculty members of the University attending international conferences involving gender equality issues may apply to the Office of Research and Development for a subsidy with the Committee's approval.
  3. Faculty and staff members of the University who can produce concrete proof of their participation in the investigation of on-campus sexual assault, harassment, or bullying incidents may, following review and approval by the Committee, be issued a certificate of appreciation or be rewarded in accordance with the applicable faculty/staff regulations of the University.
  4. Faculty, staff, and students of the University who can produce concrete proof of their active participation or assistance in the promotion of gender equality education initiatives on campus may, following review and approval by the Committee, be

issued a certificate of recognition or be rewarded in accordance with the applicable faculty, staff, or student regulations of the University.

- Article 10 Matters related to the handling of on-campus sexual assault, harassment, and bullying incidents, as well as any matters unaddressed herein, shall be subject to *Gender Equity Education Act* and *Regulations on the Prevention and Handling of Sexual Assault, Sexual Harassment, and Sexual Bullying on Campus*.
- Article 11 The costs required for the implementation of these regulations shall be covered by a dedicated budget of the Committee.
- Article 12 These Regulations shall be implemented upon approval by the University Council. The same shall apply when subsequent amendments are made.