

Chaoyang University of Technology

Regulations Governing Prevention of Campus Gender-Related Incidents

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Chapter 1 General Principles

Article 1

To prevent and address campus gender-related incidents, Chaoyang University of Technology (hereinafter referred to as “CYUT”) has established the "Regulations Governing Prevention of Campus Gender-Related Incidents" (hereinafter referred to as "the Regulations") in accordance with Article 21, Paragraph 2 of the Gender Equity Education Act (hereinafter referred to as "the Act") and the "Regulations Governing Prevention of Gender-Related Incidents on Campuses" issued by the Ministry of Education.

Article 2

The terms used in the Regulations are defined as follows:

1. Gender equity education: Education aimed at fostering respect for gender diversity, eliminating gender discrimination, and promoting substantive gender equality.
2. School, teacher, staff, worker, and student:
 - (1) School: Refers to public and private schools of all levels, military academies, preparatory schools, police academies of all levels, and juvenile correctional institutions.
 - (2) Teacher: Refers to full-time and part-time instructors, acting faculty, substitute teachers, military instructors, volunteer teaching assistants, education interns directly involved in teaching, education internship program supervisors, and other persons engaged in teaching or research.
 - (3) Staff (member) or worker: Refers to persons other than those listed above who perform fixed or regular school-related duties, including volunteers assisting in school operations, student affairs innovation specialists, and persons as designated by the central competent authority.
 - (4) Student: Refers to persons currently enrolled at a school, persons not currently enrolled but in the process of transitioning from enrollment in one school to another within the education system, continuing education program enrollees, exchange students, educational internship students or trainees, and other persons as designated by the central competent authority.
3. Campus gender-related incident: Refers to incidents involving a school president, teacher, staff member, worker, or student as one party and a student as the other party and meeting any of the following conditions:
 - (1) Sexual assault: Refers to acts constituting criminal sexual assault as defined in the Sexual Assault Crime Prevention Act.
 - (2) Sexual harassment: Refers to acts meeting one of the following criteria but not constituting sexual assault:
 1. Engaging in unwelcome sex- or gender-related speech or behavior, whether explicit or implied, which adversely affects the other party's personal dignity, learning, or work opportunities or performance.
 2. Sex- or gender-related behavior that serves as the condition for oneself or others to gain or lose rights or interests in learning or work.
 - (3) Sexual bullying: Refers to ridicule, attacks, or threats directed at another person's gender characteristics, gender temperaments, sexual orientation, or gender identity by using verbal, physical, or other forms of violence. Such acts are under the category of sexual bullying, not sexual harassment.
 - (4) Sex- or gender-related behavior by a president, teacher, staff member, or

worker that violates professional ethical standards: Refers to cases where a president, teacher, staff member, or worker develops an intimate relationship with an underage student or exploits an unequal power relationship while teaching, guiding, training, evaluating, managing, or counseling a student, or providing a work opportunity to a student, in a manner that violates professional ethical standards in sex- or gender-related interpersonal interactions.

4. Gender identity: Refers to a person's perception and acceptance of their gender.

Article 3

CYUT may take the following measures to promote education on the prevention of campus gender-related incidents and to enhance the ability of teachers, staff members, workers, and students to respect both their own and others' sexual and bodily autonomy:

1. Regularly organize educational programs each year for teachers, staff members, workers, and students on the prevention of campus gender-related incidents and assess the effectiveness of these programs.
2. Conduct annual in-service training for members of the Gender Equity Education Committee (hereinafter referred to as "the Committee") and staff or units responsible for handling campus gender-related incidents.
3. Encourage the personnel referred to in the preceding subparagraph to attend relevant on-campus and off-campus seminars on handling campus gender-related incidents, providing them with official leave and subsidies for associated expenses.
4. Make the Regulations publicly known through various channels and incorporate them into the employment contracts of teachers, staff members, and other employees and in student handbooks.
5. Encourage victims or informants of campus gender-related incidents to apply for an investigation or report the incident at the earliest possible time to facilitate evidence collection and investigation.

Article 4

CYUT shall compile information on the prevention, remedy procedures, and other measures related to campus gender-related incidents and take the initiative to provide such information to relevant personnel while handling incidents.

The information referred to in the preceding paragraph shall include the following:

1. Definitions, categories, and related legislation regarding campus gender-related incidents.
2. Victim's rights and the necessary assistance the school offers.

3. Mechanisms for applying for an investigation, requesting a reconsideration, and remedy-seeking.
4. Related competent authority and responsible unit.
5. Organizations and networks providing resources and assistance.
6. Other matters deemed necessary by CYUT or the Ministry of Education's Gender Equity Education Committee.

Chapter 2 Campus Safety Plans

Article 5

CYUT shall take the following measures to improve dangerous areas of the campus to prevent gender-related incidents:

1. Regularly review the planning and usage of campus grounds and facilities, assessing overall campus safety based on spatial configuration, management and security, signage systems, emergency response systems and safe routes, lighting and visibility, and other key safety elements.
2. Record the locations where gender-related incidents have occurred on campus and update the "Campus Enhanced Patrol Map" as needed.

When reviewing the planning of campus grounds and facilities, referred to in Subparagraph 1 of the preceding paragraph, special consideration shall be given to students' physical and mental capabilities and their language and cultural differences to ensure that safety plans and instructions are suitable. These areas shall include on-campus dormitories, washing and toilet facilities, and campus transportation.

Article 6

CYUT shall regularly invite professional space designers, teachers, staff members, workers, students, and other users to participate in the campus safety review briefings.

These briefings may be conducted electronically, and the results and associated records shall be made publicly known.

The progress of improvements to dangerous campus areas, as reviewed by CYUT, shall be included as an item in the Committee's work report each semester.

Chapter 3 Matters to attend to in Teaching and Interpersonal Interactions on and off Campus

Article 7

The president, teachers, staff members, workers, and students shall respect gender

diversity and eliminate gender discrimination in teaching, activities, work-related duties, and interpersonal interactions, both on and off campus.

Article 8

When a student experiences sexual harassment during an off-campus internship, the case will be handled in accordance with Article 2, Paragraph 5 of the Gender Equality in Employment Act. If one of the parties involved is an internship supervisor or instructor at the internship site, the provisions of the Act also apply.

The term "internship supervisor or instructor at the internship site" referred to in the preceding paragraph refers to persons who teach or provide students with professional knowledge and skills, offer practical training, and guide students undergoing practical operations training.

If the school becomes aware that a student intern has been the victim of a gender-related incident outside the scope of the Act, it may address the matter in accordance with Article 25, Paragraph 3 of the Act.

If the school becomes aware that a student intern has been the victim of a campus gender-related incident, immediate and effective corrective and remedial measures shall be taken.

Chapter 4 Professional Ethics Regarding Sex or Gender for the President, Faculty, Staff, and Other Employees and Associated Recusal and Reporting

Article 9

In interpersonal interactions related to sex or gender, the president, teachers, staff members, and workers are not permitted to develop relationships with underage students based on sexual behavior or emotional attachment that violates professional ethics.

In cases where the president, teacher, staff member, or worker is teaching, instructing, training, evaluating, managing, counseling, or providing a work opportunity to a student, and there is an unequal power relationship because of their status, knowledge, age, physical strength, identity, ethnicity, or resources, they are not permitted to develop relationships with any adult student based on sexual behavior or emotional attachment that breaches professional ethics regarding interpersonal interactions related to sex or gender.

When the president, teachers, staff members, or employees recognize a potential breach of professional ethics in their relationship with a student, as described in the preceding two paragraphs, they shall recuse themselves from further interaction and report the matter to the school or the Ministry of Education for handling.

Article 10

The president, teachers, staff members, workers, and students shall respect the autonomy of others and themselves over their sexuality and bodies, avoid making unwanted attempts to persuade others into personal relationships, and are not permitted to use force or violence to handle conflicts related to sex or gender.

The provisions stipulated in the preceding paragraph, Subparagraph 4 of Paragraph 3 in Article 2, and Article 9 of the Regulations shall be incorporated into the employment contracts for the president, teachers, staff members, and workers and included in the student handbook.

Chapter 5 Campus Gender-Related Incident Handling Mechanisms, Procedures, and Means of Remedy Available

Article 11

Campus gender-related incidents, as defined in Article 3, Paragraph 3 of the Act, include cases that involve different schools.

Article 12

Victims of campus gender-related incidents, their legal representatives or actual caregivers (hereinafter referred to jointly as "applicants"), as well as informants, may apply in writing to the school the offender was affiliated with at the time of the incident (hereinafter referred to as the "jurisdictional school") for an investigation or report the incident. However, if the offender is or was a school president, the investigation or report shall be submitted to the competent authority overseeing the school at the time of the incident.

If the incident occurred at a school where the offender was employed part-time, that school is the jurisdictional school referred to in the preceding paragraph.

Article 13

If the jurisdictional school is not the school at which the offender is employed or enrolled, the school where the offender is currently employed or enrolled shall be notified in writing to send a representative to participate in the investigation. The

notified school is not permitted to refuse to send a representative. However, when the victim, their legal representative, or actual caregiver requests that the victim's current school not be notified, and the Committee determines that notification is unnecessary, this requirement may be waived.

If the jurisdictional school concludes through investigation that the incident is substantiated, it shall send the investigation report and handling recommendations to the offender's current school for processing in accordance with Article 31 of the Regulations Governing Prevention of Gender-Related Incidents on Campuses issued by the Ministry of Education.

For the situations described in Paragraph 2 of Article 12 of the Regulations, the execution of the provisions in the preceding two paragraphs will be carried out by notifying the school where the offender is currently employed on a full-time basis.

Article 14

If, at the time of the incident, the offender serves two or more of the following capacities: president, teacher, staff member, worker, or student – the capacity in which the offender was acting during the interaction with the victim will determine how the investigation is conducted and which school or competent authority has jurisdiction.

If it is impossible to determine the capacity in which the offender was acting at the time of the incident, or when the offender is in the process of transitioning between educational stages and their school has not yet been determined, the school that accepts an application for an investigation or an informant's report will be the jurisdictional school. Any other school involved in the incident shall send a representative to participate in the investigation. However, if both the offender and the victim are registered students when an application for an investigation or an informant's report is submitted, the school where the offender is enrolled will be the jurisdictional school.

Article 15

If there are two or more offenders who work or study at different schools, the school of the offender that first accepts an application for an investigation or an informant's report will be the jurisdictional school. The other schools involved shall send a representative to participate in the investigation.

Article 16

If the Committee accepts an application for an investigation or an informant's report

but has no jurisdiction over the matter, it shall transfer the case to the appropriate authority within seven working days and notify the parties involved.

When an application for an investigation or an informant's report is submitted during a transition period between educational stages, and there is a dispute over which school has jurisdiction, their common higher authority will make the determination. If there is no common higher authority, the respective higher authorities of each school will reach an agreement.

Article 17

When an incident is reported in accordance with Article 22, Paragraph 1 of the Act, the names and other personally identifiable information of the parties involved and the informant shall be kept confidential, except when an investigation is necessary, public safety considerations apply, or other legal provisions require disclosure.

If the school president, teachers, staff members, or workers falsify, alter, destroy, or conceal evidence related to campus gender-related incidents— excluding campus sexual assault— committed by others, which are punishable by a lifetime or one- to four-year ban on employment, engagement, or utilization, they shall, when necessary, be dismissed, discharged from service, have their contract terminated, or have their engagement ceased in accordance with relevant regulations. This provision applies *mutatis mutandis* if the offender is a student who has committed a campus sexual harassment or sexual bullying incident of similar severity.

Article 18

Applicants or informants in campus gender-related incidents may apply for an investigation or submit a report in writing, orally, or by email. If the application for an investigation or the report is made orally or by email, the jurisdictional school or competent authority accepting the application or report shall create a record. The record will be read aloud or reviewed by the applicant or informant to confirm its accuracy before it is signed or sealed.

The record, whether submitted in writing, orally, or by email, shall include the following details:

1. The name of the applicant or informant, their identity document number, the unit and institution where they work or study (and their job title, if applicable), their residential address, contact number, and the date of the application for investigation.
2. Applicants applying for an investigation shall provide the victim's date of birth.

3. If the applicant has authorized a representative to apply for an investigation on their behalf, a letter of authorization shall be provided, including the representative's name, identity document number, residential address, and contact number.
4. The factual details of the incident being reported. If there is any related evidence, it shall be documented or included as an attachment.

The designated unit at CYUT for receiving an application for an investigation or an informant's report is the Office of Secretariat, with the following contact information:

1. Hotline: 04-23393862
2. Email: gender@cyut.edu.tw
3. Website of the Committee: <http://gender.cyut.edu.tw/>

When the school becomes aware of a suspected campus gender-related incident under the following circumstances, the Committee shall evaluate its impact on students' right to education and campus safety. Following a resolution, the Committee may initiate an investigation, treating the matter as a reported case, to ascertain the facts and take necessary measures to protect students' rights and campus safety:

1. Two or more victims.
2. Two or more offenders.
3. The offender is the school president, teacher, staff member, or worker.
4. The incident involves campus safety issues.
5. Other situations deemed necessary by the Committee to initiate an investigation, treating the matter as a reported case.

Campus gender-related incidents handled by any unit at CYUT shall be referred to the Committee for investigation. Alternative investigative mechanisms are not permitted. Unauthorized investigations will be deemed invalid, and the Committee will report such violations to the Ministry of Education for disciplinary action in accordance with Article 43, Paragraph 2 of the Act.

Article 19

When the Committee receives a report of a campus gender-related incident or a request from the Office of Human Resources to handle faculty or staff-related sexual harassment or other gender equity issues, it shall, within three days, forward the evidence and information provided by the applicant or informant to the Committee for investigation and handling.

If cases in the preceding paragraph fall under the provision of Article 32, Paragraph 2

of the Act, the Chairperson of the Committee may designate three or more members to form a Gender Equity Incident Review Team (hereinafter referred to as "the Review Team") to make determinations. The Review Team shall decide whether to accept the case in accordance with rules or regulations. If accepted, it may propose immediate and appropriate measures based on the circumstances of the incident and determine whether to form a three-member or five-member investigation team to conduct the investigation.

Article 20

Campus gender-related incidents reported by the media shall be treated as reported cases, and the Committee shall take the initiative to investigate and handle them. If the suspected victim does not cooperate with the investigation, the school shall still provide necessary counseling or assistance.

If the school handling a bullying case suspects that a campus gender-related incident has also occurred, the discovery is deemed equivalent to an informant's report, and the school's anti-bullying response team will refer the matter to the Committee for handling in accordance with the Regulations.

Article 21

The Committee shall send a written notification of whether an application for an investigation or an informant's report has been accepted for further handling to the applicant, victim, or informant within twenty days after receiving an application or a report. If the case is not accepted, the written notification shall clearly state the reasons and inform the applicant, victim, or informant of the deadline for submitting a request for reconsideration and the unit that accepts such a request.

If the applicant, victim, or informant does not receive a notification within the specified period referred to in the preceding paragraph or if they receive a notification that their application or report has not been accepted, they may submit a written request for reconsideration, stating the grounds for the request, to the unit with jurisdiction within twenty days from the day after the day they receive the notification. If the request for reconsideration is made orally, a record shall be created. The record will be read aloud or reviewed by the applicant, victim, or informant to confirm its accuracy before it is signed or sealed.

The request for reconsideration referred to in the preceding paragraph may only be raised once.

Upon receiving the request for reconsideration, the unit shall forward the application for an investigation or the informant's report to the Committee for reassessment on whether to accept it. The person requesting reconsideration will be notified of the result in writing within twenty days. If the request for reconsideration is deemed justified, the Committee shall investigate and handle the matter in accordance with the law.

Article 22

When handling campus gender-related incidents, the Committee may establish an investigative team to conduct investigations.

Members of the investigative team shall possess gender equality awareness. Female members shall comprise at least half of the team, and at least one-third of the members shall be experts or scholars with professional expertise in investigating campus gender-related incidents. If necessary, team members may be partially or entirely recruited externally. However, if the offender is a school president, teacher, staff member, or worker, all team members shall be recruited externally.

A person in any of the following circumstances is not permitted to serve as a member of the investigative team referred to in the preceding paragraph:

1. Their deferred prosecution or guilty verdict for a violation of the Chapter on Sexual Offenses and the Chapter on Offense against Sexual Privacy and Synthetic Sexual Videos in the Criminal Code has been affirmed.
2. Their acting in violation of the Act, the Gender Equality in Employment Act, the Sexual Harassment Prevention Act, the Stalking and Harassment Prevention Act, the Child and Youth Sexual Exploitation Prevention Act, or other gender equality-related laws and regulations have been duly investigated or verified by the relevant authority.

Counselors for parties involved in campus gender-related incidents and supervisors and staff responsible for handling the affairs of the gender committee at the jurisdictional school or competent authority shall recuse themselves from participating in the investigation of the incident. Persons participating in the investigation and handling of a campus gender-related incident shall recuse themselves from providing counseling to any of the parties involved.

CYUT shall record the time personnel spend away from their workplace serving as investigation team members as work-related travel (official leave). The jurisdictional school or authority and any schools sending representatives to participate in the

investigation will cover transportation costs or related expenses incurred.

Article 23

Experts or scholars with professional expertise in investigating campus gender-related incidents under Article 33, Paragraph 3 of the Act shall meet one of the following criteria:

1. Have a certificate of completion for advanced training on campus gender-related incident investigations issued by the competent authority at the central, special municipality, county, or city level, have received approval from the gender committee of these authorities, and be listed in its database of investigation professionals.
2. Have a proven record in investigating and handling campus gender-related incidents, have received approval from the gender committee of the competent authority at the central, special municipality, county, or city level, and be listed in its database of investigation professionals.

Article 24

When investigating and handling campus gender-related incidents, CYUT shall proceed as follows:

1. The offender shall appear in person for the investigation. If the party involved is an underage student, their legal representative or actual caregiver may accompany them during the investigation.
2. If any party holds a disability certificate or a valid special education student identification issued by competent authorities, the investigative team shall include members with expertise in special education.
3. When a power imbalance exists between the offender and the victim, informant, or persons assisting in the investigation, measures shall be taken to avoid face-to-face encounters between them.
4. The names and other identifying information of the offender, victim, informant, or persons invited to assist in the investigation shall be kept confidential, except when disclosure is necessary for the investigation or public safety considerations.
5. When written notification is issued in accordance with Article 33, Paragraph 5 of the Act to the parties involved or associated persons or units, requiring their cooperation in an investigation or provision of information, the notification shall specify the purpose of the investigation, the time and location, and the consequences of failing to attend.
6. The notification referred to in the preceding subparagraph shall explicitly state that the parties involved are prohibited from disseminating any information about the

incident through private communication, the internet, communication software, or any other channels.

7. Persons affiliated with CYUT are prohibited from independently inquiring into or investigating case details or requesting a first-hand account or an affidavit from the parties involved.
8. If necessary for the investigation, written information that does not violate the confidentiality obligations may be produced and provided to the offender, the victim, or any persons assisting in the investigation to read or be informed of the key points.
9. When the applicant withdraws their application for an investigation, CYUT may, by resolution of the Committee or at the offender's request, continue the investigation to clarify legal liability.
10. Requests from involved parties to view, transcribe, copy, or photograph relevant information or case files shall be handled in accordance with the Administrative Procedure Act.
11. Audio recordings may be used to supplement the documentation of interviews with involved parties, and video recordings may also be employed if necessary. Interview records shall be read aloud to or reviewed by the parties involved to confirm accuracy before they are signed or sealed.

Article 25

All personnel involved in handling campus gender-related incidents are bound by confidentiality obligations referred to in Subparagraph 4 of the preceding Article.

Anyone referred to in the preceding paragraph who breaches this confidentiality obligation shall be subject to penalties in accordance with the Criminal Code or other relevant laws.

The school shall seal and store all the original documents containing the names of the parties involved, informants, and witnesses and is not permitted to make the documents available to be read by or provided to anyone other than investigative or judicial authorities unless otherwise required by law.

For any documents created by personnel handling campus gender-related incidents other than the original documents, the real names and any other identifiable information of the parties, informants, or witnesses shall be removed and replaced with codes.

Article 26

To protect the education or employment rights of parties involved in campus gender-

related incidents, CYUT may, when necessary and in accordance with Article 24 of the Act, take the following measures and report the matter to the competent authority for reference:

1. Flexibly handle the attendance records or performance assessments of the parties involved and actively assist them with their academic or job-related tasks. This may include exempting the parties from regulations governing leave or teacher/student performance assessments.
2. Respect the victim's wishes and reduce the opportunities for interaction between the parties involved. The school may, based on the victim's request or the Committee's assessment of the impact of the incident on students' education rights and campus safety, suspend any teaching, instruction, training, evaluation, management, or counseling relationship between the parties or any relationship that provides a work opportunity to a student, or order the offender to avoid contact with the victim.
3. Avoid situations where retaliation could occur.
4. Prevent or reduce the possibility of further harm caused by the offender.
5. Other measures deemed necessary by the Committee.

If the parties involved are not members of CYUT, the school at which the person is employed or enrolled shall be notified to handle the matter in accordance with the provisions of the preceding paragraph.

Any of the necessary measures in the preceding two paragraphs shall be approved by a resolution of the Committee before implementation.

Article 27

CYUT shall assess the physical and mental condition of the parties involved and proactively refer them to agencies for necessary assistance. However, CYUT shall continue to investigate and handle the case in accordance with the provisions of the Act.

When necessary, CYUT shall provide the following forms of appropriate assistance to the parties involved:

1. Psychological counseling and guidance.
2. Legal assistance.
3. Assistance with school work.
4. Financial assistance.
5. Referral to social welfare resources.
6. Other protective measures or assistance deemed necessary by the Committee.

If the parties involved are not members of CYUT, the schools at which they are employed or enrolled shall be notified to provide appropriate assistance in accordance with the provisions of the preceding two paragraphs.

The assistance referred to in the preceding three paragraphs may be entrusted to physicians, clinical psychologists, counseling psychologists, social workers, or lawyers. The expenses or fees incurred shall be covered by budgets allocated by the school or the competent authority.

Article 28

The Committee's investigation and handling of an incident are not affected by whether judicial proceedings are conducted and the conclusion of judicial proceedings.

The investigation procedures referred to in the preceding paragraph will not be discontinued as a result of the offender losing their former status.

Article 29

To respect professional judgment and prevent repetitive questioning, the determination of facts pertaining to campus gender-related incidents shall be based on the Committee's investigation report.

If, during its meeting, the Committee reviews an investigation report, concludes that a campus gender-related incident occurred, and recommends to the school or competent authority, based on its determination of the facts, to handle the matter by changing the offender's status, the school or competent authority will attach the investigation report approved by the Committee and notify the offender to submit a written statement within a specified timeframe.

If the offender fails to submit a written statement within the given timeframe, it will be deemed as forfeiting the opportunity to make a statement. If a written statement is submitted, the Committee shall convene another meeting to review it. A reinvestigation is not allowed unless significant procedural flaws in the investigation procedure are identified or new facts or evidence emerge that could affect the original findings.

When the responsible unit of the school is reviewing the disciplinary action to be taken, it is not allowed to request the Committee to reinvestigate the case or conduct its own investigation, except under the circumstances stipulated in Article 37, Paragraph 3 of

the Act.

The responsible unit that reviews the disciplinary action referred to in the preceding paragraph shall, in accordance with relevant regulations, give the offender an opportunity to make a statement of defense and provide the investigation report approved by the Committee to the offender.

Before deciding on the disciplinary action referred to in Paragraph 4, the responsible unit shall notify the victim, their legal representative, or actual caregiver to submit a written or oral statement within a specified timeframe. If the statement is made orally, the responsible unit shall document it and confirm its accuracy by reading it aloud or allowing review by the victim, their legal representative, or actual caregiver before it is signed or sealed. Failure to provide a statement within the timeframe will be considered a forfeiture of the opportunity. If a written statement is submitted, the unit responsible for deciding the disciplinary action shall consider the written statement.

Article 30

After the Committee has investigated and confirmed that a campus gender-related incident occurred, CYUT shall, in accordance with relevant laws or regulations, impose appropriate disciplinary actions on the offender, including a formal reprimand, demerit, dismissal, suspension of appointment, non-renewal of appointment, discharge from employment, termination of contractual relationship, termination of the provision of services relationship, or other appropriate sanctions. If, in accordance with relevant laws or regulations, another agency is responsible for imposing the disciplinary action, the school shall transfer the case to that authority. If the incident is proven to be a false accusation, an appropriate sanction shall be imposed on the applicant or informant in accordance with the law.

The school responsible for imposing the disciplinary actions shall order the offender to undergo the measures in accordance with Article 26, Paragraph 2 of the Act. When implementing these measures, the school shall take the necessary steps to ensure that the offender cooperates and complies. The nature of the measures, the method of execution, the duration, and the legal consequences of non-compliance shall be clearly stated in the written notification of the case conclusion.

The Committee responsible for imposing the measures referred to in the preceding paragraph shall discuss and decide on the nature of the measures, the responsible unit or personnel, the method of execution, the duration, and the payment of expenses

incurred of the following items:

1. The offender undergoes psychological counseling and guidance.
2. The offender apologizes to the victim with the consent from the victim, their legal representative, or actual caregiver.
3. Eight hours of gender equity education-related courses.
4. Other measures that align with educational purposes.

When necessary, if the offender is a student, the school may consider integrating the measures under Subparagraph 4 of the preceding paragraph into the school's curriculum or promotional activities and document them.

The offenders shall complete the eight-hour gender equity education-related courses, which shall be implemented in accordance with the curriculum planned by the Ministry of Education.

Offenders who fail to comply with the Committee's disciplinary measures shall be subject to punishment in accordance with CYUT's regulations.

Article 31

If the offender of a campus gender-related incident is a teacher at CYUT and the incident, while verified by relevant authorities, is deemed not severe, the following disciplinary actions may be imposed:

1. Adjustment of administrative duties.
2. Restrictions on academic activities.
3. Restrictions on promotion applications.
4. Limitations on accepting new graduate students.
5. Restrictions on salary grade advancements.
6. Limitations on receiving year-end bonuses.
7. Other necessary measures aligned with disciplinary purposes.

If the offender is a staff member and the incident, while verified by relevant authorities, is deemed not severe, the following disciplinary actions may be imposed:

1. Adjustment of administrative supervisory duties.
2. Restrictions on salary grade advancements.
3. Limitations on receiving year-end bonuses.
4. Regular or annual performance assessments.
5. Other necessary measures aligned with disciplinary purposes.

Article 32

When the Committee issues a written notification of the case conclusion to the applicant, victim, and offender, it shall include the investigation report and inform them of the deadline for requesting reconsideration and the school or competent authority that accepts such requests.

The case conclusion referred to in the preceding paragraph includes the established facts, the measures to be taken, and the outcome of disciplinary action.

If the applicant, victim, or offender disagrees with the Committee's conclusion, they may submit a written request for reconsideration to the office that accepts the request, specifying the grounds for reconsideration, within thirty days from the day following the day their receipt of the written notification. However, if the offender is the school president, teacher, staff member, or worker, the applicant or victim may submit a request for reconsideration to the school's competent authority, and the case will be handled in accordance with relevant provisions. If the request for reconsideration is made orally, the office that accepts the request shall create a record, have it read aloud, and be reviewed by the applicant or offender to confirm its accuracy before it is signed or sealed.

After receiving a request for reconsideration, CYUT will handle it in accordance with the following procedures:

1. After the Office of Secretariat receives the request, it shall set up a review team and, within thirty days, make a reasoned decision and provide the person requesting reconsideration with a written notification of the result of their request.
2. The review team referred to in the preceding subparagraph shall comprise three or five gender equity education experts, scholars, and legal professionals. At least half of the members of the team shall be female. At least one-third of the team at the school shall be experts or scholars with professional expertise and experience in investigating campus sexual harassment, assault, or bullying incidents, and these experts or scholars shall comprise at least half of the team at the competent authority.
3. Members of the Committee and the investigative team are not allowed to serve as members of the review team.
4. When the review team holds a meeting, the members select a convener to chair the meetings.
5. If necessary, the review team may give the person requesting reconsideration an opportunity to make a statement during meetings. The team may invite the Committee or investigation team members to attend in a non-voting capacity and

provide explanations.

6. If there are grounds for a request for reconsideration, it will be sent to the responsible unit for re-handling. If significant procedural flaws in the investigation procedure exist, as referred to in Article 37, Paragraph 3 of the Act, or if new evidence or facts emerge that could affect the original findings, the Committee may be requested to reinvestigate.
7. Before the decision on the request for reconsideration referred to in the preceding subparagraph is sent to the person who made the request, that person may, *mutatis mutandis*, withdraw the request in accordance with the provisions of the preceding paragraph.

Significant procedural flaws in the investigation procedure under Article 37, Paragraph 3 of the Act and Article 30, Paragraph 3 of the Regulations Governing Prevention of Gender-Related Incidents on Campuses issued by the Ministry of Education refer to one of the following circumstances:

1. The composition of the Committee or investigative team is not in compliance with regulations.
2. Parties involved were not given the opportunity to make a statement.
3. Failure to recuse when recusal is mandatory.
4. Failure to examine evidence requiring compulsory investigation.
5. Flawed acceptance or rejection of evidence that affects the determination of facts.
6. Other significant flaws that could affect the determination of facts.

Article 33

The unit responsible for the Committee's affairs at CYUT shall designate a unit or person to retain the database established under Article 28, Paragraph 1 of the Act for 25 years. If the database is stored using electronic media, measures such as electronic signatures or encryption may be applied when necessary.

The database established under the provision of the preceding paragraph is classified into original data and report documents.

Contents of the original data include the following:

1. Time the incident occurred and its category.
2. Parties involved in the incident, including the informant, victim, and offender.
3. Personnel handling the case, the process, and case records.
4. Documents produced during the handling of the case, audio recordings of interviews, evidence obtained, and other related information.

5. Offender's name and job title or student registration details.
6. Initial draft of the investigation report submitted by the investigative team and meeting minutes of the Committee.

The report documents referred to in Paragraph 2 consist of investigation reports approved by the Committee, and its content shall include the following:

1. Case details, including statements from the parties involved or descriptions provided by the informant.
2. Records of interviews conducted during the investigation, including dates and participants.
3. Statements and responses from the subject of the investigation application, the applicant, witnesses, and other relevant persons.
4. Examination of associated material evidence.
5. Established facts and supporting reasons.
6. Recommendations for handling the case.

The methods of destruction for the established database referred to in Paragraph 1 may be applied *mutatis mutandis* in accordance with the provisions of Article 13 of the Regulations Governing the Retention Periods and Destruction Agency Records.

Article 34

Upon obtaining information related to the case as specified in Article 29, Paragraph 3 of the Act, CYUT shall notify the parties involved to provide their statements before submitting the information to the Committee for verification and review.

Article 35

In accordance with Article 28, Paragraphs 2 and 3 of the Act, when an offender transfers to another school for study or employment, the original school shall notify the new school within one month of becoming aware. The content of the notification shall be limited to the verified details of the campus gender-related incident, including the date, nature of the incident, the offender's name, job title, or student registration details.

CYUT shall examine the actual needs and, if necessary, provide information on counseling, preventive education or related corrective measures, and other required information to the school where the offender will subsequently be enrolled or employed.

If, after providing follow-up counseling for the offender, CYUT assesses that such an incident will not be repeated, it may comment on the notification referred to in

Paragraph 1 that the offender has demonstrated improvement.

Chapter 6 Supplementary Provisions

Article 36

Upon completing the investigation and handling of a campus gender-related incident under its jurisdiction, and after the Committee approves the investigation report, CYUT shall submit the case details, a review of the handling procedures, the investigation report, and the Committee meeting minutes to the Ministry of Education. For cases where the applicant, victim, or offender requests reconsideration, CYUT shall also submit the reconsideration results to the Ministry of Education after the review process is concluded.

Article 37

The Regulations are implemented after being reviewed by the Committee, approved by the University Affairs Meeting, and confirmed by the President. The same process applies to any amendments.

Remarks:

If there are any discrepancies between the English and Chinese versions of the Guidelines, the Chinese version prevails.