

NATIONAL CHUNG HSING UNIVERSITY

Regulations for Gender Equality Education and Incentives

December 11, 2015—Formulated by the University Council at its 73rd meeting
April 22, 2022—(Article 3) Amended by the University Council at its 96th 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.