

National Taiwan Normal University Gender Equity Education Pamphlet



- Prevention of Sexual Harassment



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Gender Equity Education Pamphlet

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Foreword

To ensure gender equity on campus, the Gender Equity Education Committee has published this pamphlet in an effort to continuously promote and facilitate substantial equality in gender positions, to prevent and handle gender discrimination, sexual assault, and sexual harassment on campus, and to eliminate gender discrimination and protect personal dignity.

Other than introducing relevant legal terms, this pamphlet also includes example cases, prevention Q&A, and flowcharts to facilitate the understanding of gender equity education by the faculty, staff, and students of NTNU, thereby providing a safe and equal education environment for faculty, staff, and students.

Definition of Terminology

Sexual Harassment

-Article 2, Subparagraph 4 of the Gender Equity Education Act:
Refers to any conduct listed below the circumstances of which are not of an extent to constitute a sexual assault:

- I. Engaging in remarks or conduct that are unwelcome and have explicit or implicit connotations of a sexual nature or of gender bias that adversely affect another person's human dignity, their opportunity to learn or work, or their learning or work performance.
- II. Conduct related to using sex or gender as a condition for that person or any others to obtain, lose, or impair their learning or work-related rights or interests.



Definition of Terminology

Sexual Assault

-Article 2, Subparagraph 3 of the Gender Equity Education Act:
Refers to any sexual offense defined in the Sexual Assault Crime Prevention Act.

- Chapter 16, Sexual Offenses, of the Criminal Code:
A person who by threats, violence, intimidation, inducing hypnosis, or other means against the will of a male or female and who has sexual intercourse with such person.

Sexual Bullying

-Article 2, Subparagraph 5 of the Gender Equity Education Act:
Refers to engaging in ridicule, attacks, or threats directed at another person's gender characteristics, gender traits, sexual orientation, or gender identity using verbal, physical, or other forms of violence that are not in the category of sexual harassment.

Sexual assault, sexual harassment, or sexual bullying on campus

-Article 2, Subparagraph 7 of the Gender Equity Education Act:
Refers to sexual assault, sexual harassment, or sexual bullying that involves the principal or president, or a teacher, non-teaching staff member, other worker, or student at an educational institution as one party, and a student as the other party.

Stories of Gender-related Incidents on Campus

Story 1

May and Lynn are third-year students of the OO department who both live in the university dormitory. One morning, when May was still sleeping, she felt someone touching her breasts, and she woke up and found it was Lynn who was touching her. At the time, Lynn also expressed that she had feelings for May. May was spooked and felt uncomfortable, so she told her teacher about this the next day.

>> Student to student

>> Nature of the Event: Sexual Harassment

(Touching the body of others without their consent)

☆☆Small reminder☆☆

Respect others' boundaries. You must have the consent of the other person for any intimate contact.

Clearing up misconceptions: "Can't help myself" is not an excuse! Any touching while others are unconscious is harassment.



Stories of Gender-related Incidents on Campus

Story 2

Walter is a student of A University, and Evy is a student of B University. The two of them met during an internship at C High School. During the internship, Walter found that he liked Evy very much; he would enter the office and chat with Evy while she was alone, and touch her hair and arms during conversations. Evy felt uncomfortable at the time but was afraid to speak out, and she reported it to a director at the high school afterwards.

>> Student to student

>> Nature of the Event: Sexual Harassment

(Touching the body of others without their consent)

☆Small reminder☆

A University is the university in charge of handling the incident, and B University and C High School both need to assist the investigation

Clearing up misconceptions: Non-consensual touching is harassment, even if you like the person.

Stories of Gender-related Incidents on Campus

Story 3

Peter and Kim are both foreign students who came to Taiwan to study Chinese. Peter liked Kim very much; he texted heartfelt messages to Kim and asked her out every day, and he would linger in Kim's neighborhood from time to time. Kim was troubled by this, so she decided to tell her teacher.

>> Student to student

>> Nature of the Event: Sexual Harassment

(Excessive pursuing)

☆Small reminder☆

Record what happened and when, and screenshot all text communications.

Clearing up misconceptions: Too many heartfelt messages and excessive pursuing is not love. It is disturbing and harassment.



Stories of Gender-related Incidents on Campus

Story 4

During classes, Professor ○○ would often intentionally or unintentionally belittle or mock boys that are more feminine. Students in his class all felt uncomfortable but were afraid that speaking out might affect their grades, so no one dared to say anything. Pin decided to write an anonymous mail to the teaching assistants and hope they may talk to the professor about this.

>> Teacher to students

>> Nature of the Event: Sexual Bullying

(Derogation of others' sexual characteristics)

☆Small reminder☆

Students may file a non-anonymous application to the Gender Equity Education Committee of the School for an investigation or file a complaint against the teacher.

Clearing up misconceptions: Words affect people differently when you are in different positions! Teachers should avoid making students feel belittled when they speak in class.

Stories of Gender-related Incidents on Campus

Story 5

Ming often sent dirty jokes or provocative photos in the chat group of the 00 club. Ivy was a new member of the club, and she felt disgusted every time she saw these jokes or photos. Other students, however, did not think this was inappropriate, so Ivy had to keep her thoughts to herself. Ivy was very troubled by this.

>> Student to student

>> Nature of the Event: Sexual Harassment

(Engaging in remarks or conduct that are unwelcome and have explicit or implicit connotations of a sexual nature that adversely affect another person's opportunity to learn or perform)

☆Small reminder☆

Record and save the contents of the messages and apply for an investigation or file a complaint with the Gender Equity Education Committee.

Clearing up misconceptions: Even if you think it is funny, unwelcome sexual expression is harassment.



Stories of Gender-related Incidents on Campus

Story 6

When the ○○ department was hosting their welcoming event, the upperclassmen asked the first-year students to think of a name with sexual connotation for their team. Furthermore, whoever lost the game had to take off their clothes. This made the first-year students uncomfortable and scared.

>> Student to student

>> Nature of the Event: Sexual Harassment

(Engaging in remarks or conduct that are unwelcome and have explicit or implicit connotations of a sexual nature that adversely affect another person's opportunity to learn or perform)

☆Small reminder☆

Take photos for records and apply for an investigation or file a complaint with the Gender Equity Education Committee.

Clearing up misconceptions: Even if the point of the game is to have fun, it becomes sexual harassment as soon as the first-year students feel coerced.

The Prevention of Sexual Harassment, Sexual Assault and Sexual Bullying on Campus Q&A

Q When encountering sexual assault, sexual harassment, or sexual bullying on campus (hereinafter collectively referred to as gender-related incidents on campus), who do we call for help?

A The parties or their legal representatives may seek help from the Gender Equity Education Committee (Office of the Secretariat) or the student advisor, and seek counseling and guidance at the Student Counseling Center.

Q What should the university faculty and staff do when they learn that gender-related incidents have happened on campus?

A The university's president, faculty members, staff, or custodians/administrative assistants must report suspected sexual assault incidents on campus to the university and the local competent authority within 24 hours.

- (Article 21 of the Gender Equity Education Act)

Q How should the parties of gender-related incidents on campus apply for an investigation?

A The victim of gender-related incidents on campus or the legal representative of the victim may apply to the school of the perpetrator in writing for an investigation. (Section 3 of the Office of the Secretariat is the contact service of NTNU Gender Equity Education Committee)

- (Article 28 of the Gender Equity Education Act)



Q What is the time limit for the university to investigate gender-related incidents on campus?

A The Gender Equity Education Committee should complete the investigation within two months after accepting the application or complaint. Extensions may apply if necessary. Extensions are limited to a maximum of two times with each time no more than a month, and the applicant, the complainant, and the perpetrator must be notified.

- (Article 31 of the Gender Equity Education Act)

Q What are the principles for processing when the university handles gender-related incidents on campus?

A When handling gender-related incidents on campus, the university must be objective, fair, and professional, giving both parties the chance to express their opinions and defend themselves. Furthermore, any information that may identify either party must be kept confidential.

- (Article 22 of the Gender Equity Education Act)

Q How does the university offer protection and relief to the parties of gender-related incidents on campus?

A The university must inform the parties or their legal representatives the rights and various forms of relief they are entitled to, or refer to relevant institutions for handling. Psychological counseling, protection, or other measures must be provided to the parties if necessary.

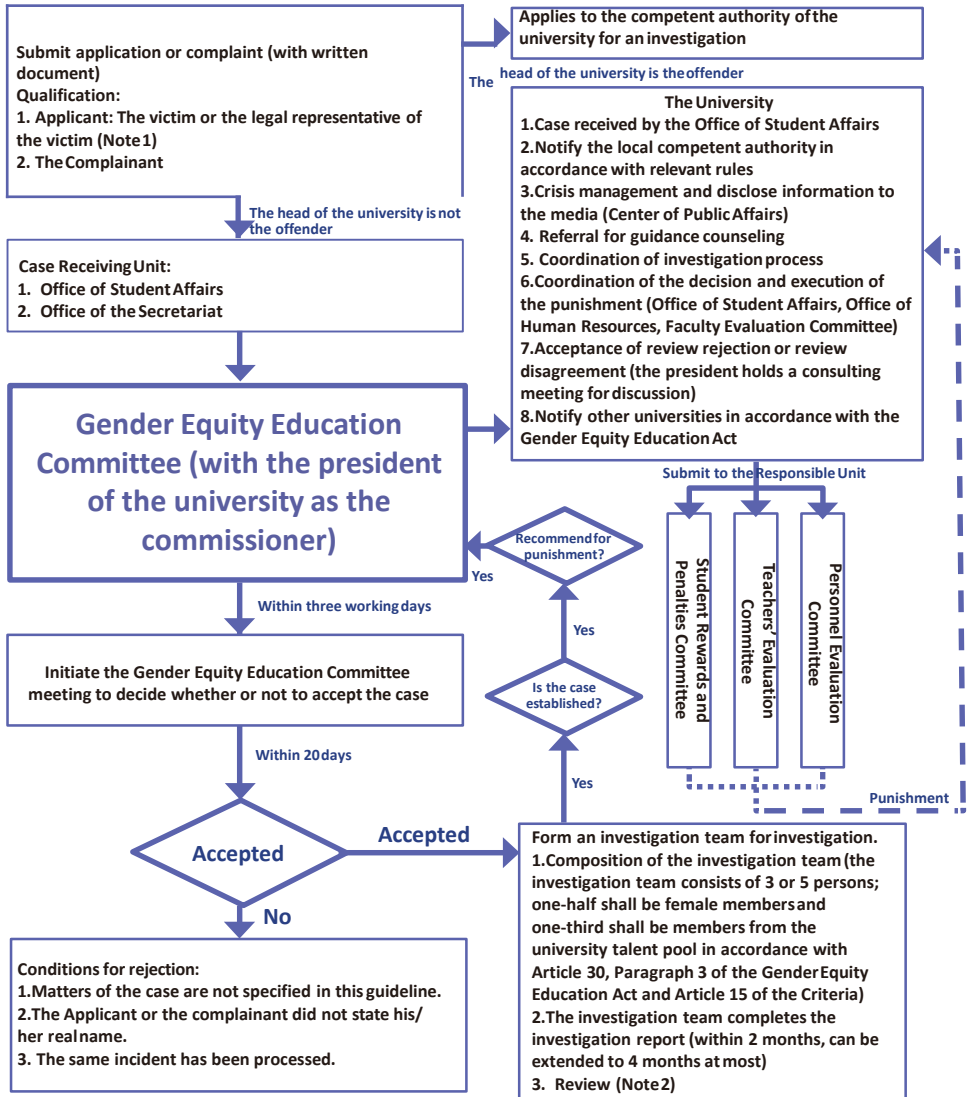
- (Article 24 of the Gender Equity Education Act)

Q What is the punishment of the perpetrator if he/she is proven guilty by the university's investigation?

A Once the investigation on the gender-related incident on campus is substantiated, the university shall refer the perpetrator to other competent authorities for reprimand, demerit, dismissal, suspension, non-renewal of employment, or other appropriate punishments in accordance with relevant laws or regulations. The perpetrator must also receive mandatory psychological counseling and must apologize to the victim under the consent of the victim or the legal representative of the victim; the perpetrator must also take a minimum of 8 hours of mandatory gender equity education courses or other measures consistent with educational purposes.

- (Article 25 of the Gender Equity Education Act)

National Taiwan Normal University Sexual Assault, Sexual Harassment, or Sexual Bullying on Campus Incident Handling Process



(Note 1) I. The applicant applies to university for review in writing: I. (Review rejection is limited to one time only) II. The university will notify the applicant the results of review in writing within 20 days. III. Anyone with a legitimate reason may submit the investigation of the review or the complaint to the Gender Equity Education Committee for processing.

(Note 2) I. The Committee will state the reasons in writing and send back its review to the university within 20 days starting from the day after the investigation report is received. II. (Review is limited to one time only) III. The university will notify the applicant of the results of the review in writing within 30 days after receiving the review from the Committee. IV. Should the applicant or the perpetrator disagree with the ruling of the university, he/she may file for a remedy in accordance with Article 34 of the Gender Equity Education Act within 30 days from the day after the date he/she receives the written notification.

Resources

Website for Gender Equity Education, Ministry of Education
<https://www.gender.edu.tw/web/index.php/home/index>

National Taiwan Normal University Gender Equity Education Committee
<http://140.122.64.4/index.php>

Laws & Regulations Database of the Republic of China (Taiwan)
<https://law.moj.gov.tw/>

Gender Equality Committee (GEC) of the Executive Yuan
<https://gec.ey.gov.tw/>

The Garden of Hope Foundation
<https://www.goh.org.tw/>

Awakening Foundation
<https://www.awakening.org.tw/>

eCare (113 online consulting)
<https://ecare.mohw.gov.tw/>



性別平等教育委員會

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