

National Taiwan Normal University

Enforcement Guidelines for Gender Equity Education

Last Amended on June 25, 2025

- I. National Taiwan Normal University (hereinafter referred to as “the University”) has established the Enforcement Guidelines for Gender Equity Education (hereinafter referred to as “the *Guidelines*”) in accordance with Article 12 of the Gender Equity Education Act to promote gender equity education, facilitate substantial gender equality, eliminate gender discrimination, maintain human dignity, store gender equity educational resources, and build gender equity educational environments.
- II. Faculty members, staff and students of the University shall respect and be considerate of the gender, gender traits, gender identity, and sexual orientation of others when engaging in learning, participating in activities, carrying out duties, and interacting with one another.
- III. The University shall provide a gender equity learning environment, plan and establish gender friendly and safe zones on campus, and regularly examine and maintain the planning of the overall campus space as well as the use of facilities.
- IV. Students must not be discriminated against based on their gender, gender traits, gender identity, or sexual orientation in student recruitment and enrollment at the University unless permitted by the competent authorities.
- V. The University must not give unequal treatment to faculty, staff, and students in teaching, activities, evaluations, admission selections, promotions, reviews, rewards and punishments, benefits, and services based on their gender, gender traits, gender identity, or sexual orientation.
- VI. The University shall actively provide assistance to faculty, staff, and students who are disadvantaged as a result of their gender, gender traits, gender identity, or sexual orientation, in order to improve their situation.
- VII. The University shall actively protect the working rights of pregnant faculty and staff as well as the education rights of pregnant students, and provide necessary assistance.
- VIII. Faculty members of the University shall be equipped with gender equity awareness by eliminating gender stereotyping, and avoiding gender prejudices and gender discrimination when engaged in educational work. The same applies to students of the University when engaged in extracurricular activities.
- IX. The University shall encourage faculty members to offer gender related

The English version is provided for reference only.

The Chinese version shall prevail in case of any discrepancies between the English and Chinese versions.

research courses, and provide assistance, evaluation, and rewards to the research and development of gender related topics.

- X. Gender equity education shall be included in the pre-service education for faculty and staff of the University, training for new recruits of the University, on-the-job training for personnel of the University, training courses for administrative supervisors of the University, and student orientations.
- XI. For the prevention and handling of gender-related incidents on campus, the National Taiwan Normal University Regulations for Gender-Related Incidents on Campus was established to implement advocacy for prevention education.
- XII. The University shall refer to the gender equity education implementation plans drafted by the Gender Equity Education Committee each year and create budgets accordingly.
- XIII. Matters not stipulated in the *Guidelines* shall be handled in accordance with the Gender Equity Education Act and other regulations of the University deemed relevant.
- XIV. The *Guidelines* and any amendment thereto shall be approved by the Academic and Administrative Directors Council prior to its implementation.