



臺北醫學大學
TAIPEI MEDICAL UNIVERSITY

TMU Policy on Gender Equity Education

Sexual Offences

- **Criminal Code Article 221:**

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** shall be sentenced to imprisonment for three to ten years.

- **Criminal Code Article 228:**

A person who **takes advantage of his/her authority over another who is subject to his/her supervision**, assistance, care due to of family, or guardian, tutor, educational, training, benefactor, official, or occupational relationship, or a relationship of similar nature to have sexual intercourse with such other shall be sentenced to imprisonment for six months to five years.

- **Examples:**

1. Pen pal who rapes pen pal during outing.
2. Professor gives out grades in exchange of sexual favors from his/her students.

Sexual Harassment



■ Gender Equity Education Act Article 2:

Cases such as the following do not constitute sexual assaults:

- Remarks or conduct that **explicitly or implicitly** involve **unwelcome** sexual or gender discriminating connotations and adversely affect the other party's dignity, learning opportunity, or work performance.
- Conduct that sets conditions of a sexual or gendered nature that leads others to **gain or lose rights or interests** in learning or work.

■ Examples:

1. Lecturer makes a sexually oriented joke while lecturing on a non-sexual topic in a way that could offend students.
2. When Jenni and her classmate enter a restroom, they discover a person secretly taking photos.
3. Taking nude photos involuntarily, or sending texts or pictures of a sexual nature using the internet or a mobile phone.

Sexual Bullying



■ Gender Equity Education Act Article 2:

Ridicule, attacks or threats directed at another person's sexual orientation, gender identity choices, or characteristics **by using verbal, physical or other forms of aggression** are considered sexual bullying, not harassment.

■ Examples:

1. The Ministry of Education has banned gender-abusive terms from ridicule or criticism (such as calling others gay, fag, sissy, tomboy, etc.)
2. Telling dirty jokes or joking about others' bodies among colleagues

TMU Gender Equity Regulations

TMU Gender Equity Education Regulations

- Implement regulations on gender equity, improving learning environments with gender equity and building a safer campus

regulations regarding **recruitment for admission, curriculum design, student's right to education and formation of the Committee**

TMU Sexual Offence, Harassment and Bullying Regulations

- To protect student rights and improve the competence of TMU lecturers, staff and students regarding equal respect and gender fairness

victim or offender who is a **TMU student** applies to this regulation

TMU Gender Equity and Sexual Harassment prevention regulations

- Provide a sexual harassment-free working environment and ensure faculty and staff enjoy gender equity in work roles

victim or offender who is a **TMU principal, faculty or staff member** applies to this regulation

Gender Equity Education Committee

- **Chairman: President Chien-Huang Lin**
- **Executive secretary: Chief Secretary Chwen-Ming Shih**
- **Panel members: 19 people (female 10, male 9)**
 - **Including 2 student representatives, a parents' representative, a staff representative and a faculty representative**
- **Committee grouping:**
 - **Education: dean of Academic Affairs as the convener**
 - **Activity: dean of Student Affairs as the convener**
 - **Venue: dean of General Affairs as the convener**



TMU gender equity website: <http://gender.tmu.edu.tw>



【reaching the bottom of TMU homepage】

宣導資訊

智慧財產權推廣

性別平等教育委員會

校安專線

賃居資訊服務網

防災專區

紫錐花運動

登革熱專區

Student Rights Protections -1



■ Rules for TMU students taking leaves

- Article 5, section 3

Sick leave: If more than two days, student must provide medical certificate from regional level or above medical institute; **menstruation leave does not need proof documents however is limited to one day per month.**

Student Rights Protections -2

■ TMU student leave rules

- Article 5, section 5

Maternity leave: 8 weeks of leave approved (including holidays) if provided with evidence with medical certificate of hospital.

- Article 5, section 6

Any sick leave or leave to attend to personal affairs caused by **pregnancy** or **parenthood** may submit medical certificate from hospital to apply for leave depending on circumstances.

Student Rights Protections -3

■ Grading Calculation Regulations for TMU leave during exam and make-up examination

● Article 3, Section 4

TMU students may apply for leave during exams under any of the following situations during the examination period:

Maternity leave: Cannot attend to exam due to pregnancy or giving birth: need to possess medical proof.

Student Rights Protections -4

- **TMU leave during exam and make-up examination results calculation regulations**

- **Article 8, Section 4**

Make-up examination results calculations are as follows:

Maternity leave: if approved for make-up examination, use the actual result

Breastfeeding Support -1

- Main campus Breastfeeding room is located on the first floor of the gymnasium
- Daan campus breastfeeding room is located on the 12th floor
Breastfeeding room is equipped with **sofa, storage shelf, trash bin, refrigerator, wash basin, emergency phone, sterilization machine,** etc., providing comfortable and private breastfeeding environment for staff needs



Breastfeeding Support -2

Location	Main Campus Breastfeeding Room (Gymnasium 1 st floor)	Daan Campus Breastfeeding Room (Daan Campus 12 th floor)
Opening Hour 1	Monday-Friday 9:00-17:00	
Contact	Health Section	17th floor General Affairs Office
Phone	(02)27361661 ext.2250-1	(02)66382736 ext.2201 ※If there is no answer, please contact building management office on Basement 2nd floor (ext. 1090)
Opening Hour 2	Non-working hours and holidays	
Contact	Main Campus Security Office	Daan Campus Guard Desk
Phone	(02)27361661 ext.2905	(02)66382736 ext.1096

Gender Equity Environment

- According to Act of Gender Equality in Employment Article 18, for employees who need to personally feed their babies who are less than two years old or need to collect breast milk, **their employers shall provide them with the time for feeding or breast milk collection sixty minutes a day. This is in addition to the regular rest period(s).**
For employees who work overtime in excess of 1 hour of daily normal work hours, their employers shall provide them an additional thirty minutes for feeding or breast milk collection.
The time for feeding or breast milk collection referred to in the preceding paragraphs shall be deemed as working time.
- According to Act of breast feeding in the public place Article 4, when women breastfeed in the public, **no one is allowed to forbid them, send them away, or interrupt them.**
Violations will lead to a fine between NTD \$6,000 and NTD \$30,000



Please follow the rules to maintain a comfortable breastfeeding environment

Support for Pregnant Students



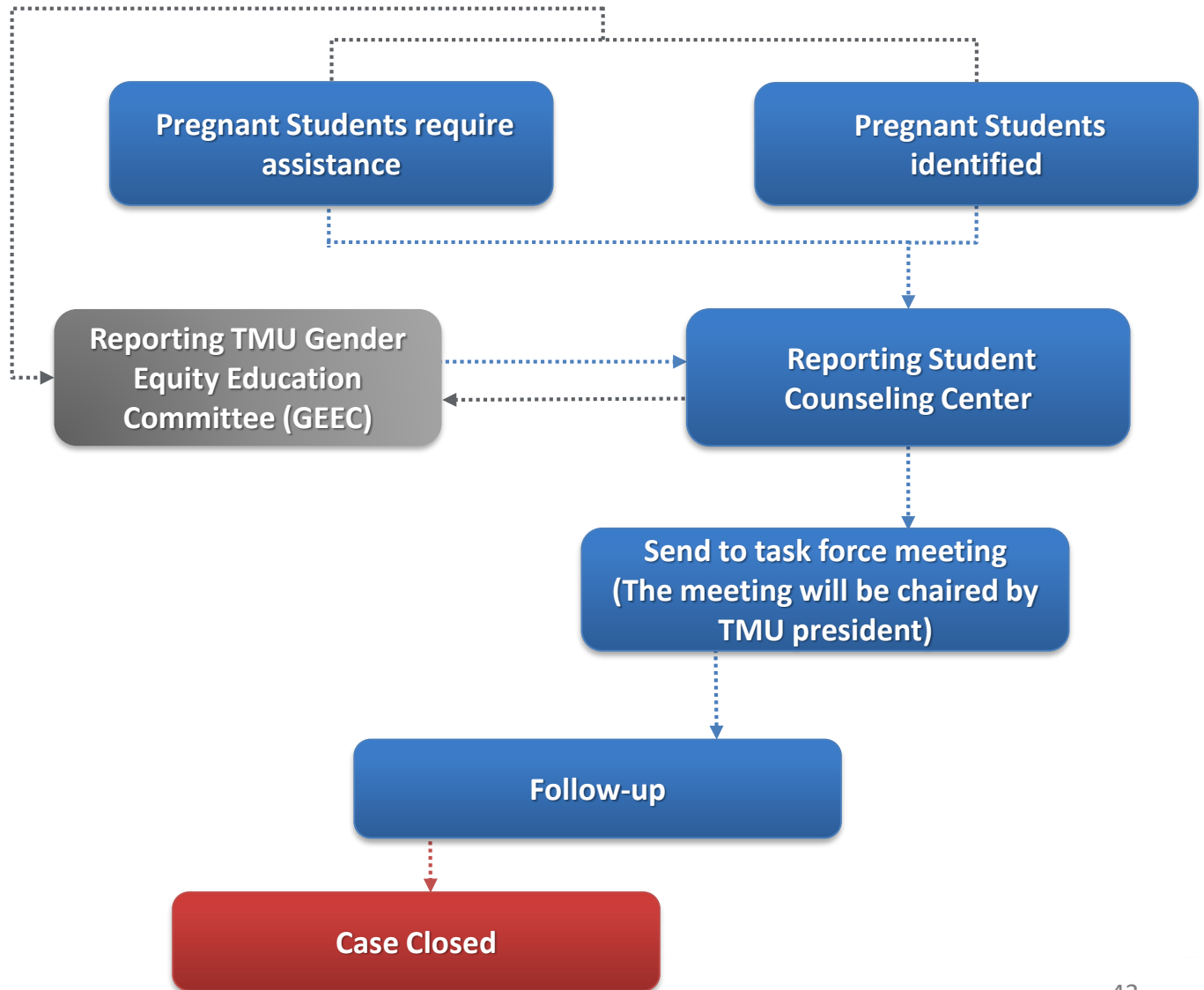
Pregnant students may require further assistance to protect the rights to receive education and necessary assistance.

Contact	Lu, Jui-Ting (Student Counseling Center)
Contact Info.	Ext. 2231 E-mail: tmuscc@tmu.edu.tw



Procedure for Student Pregnancy

TMU Gender Equity Education Committee (GEEC) will take appropriate actions based on related regulations, if pregnancy resulting from rape



Sexual Misconduct Handling Process



Applicants, investigator, suspected incident members identified

**Within
3 days**

Secretariat receives application

Send to gender equity meeting to decide on further actions

If application accepted

If application not accepted

Investigation team

Competent authority handling cases

**Applicants can
appeal within 20
days after receiving
the written decision**

Decision issued in written form
(for further action or meeting result)

**Inform handling or
not within 20 days**

Regulations on Reporting an Incident of Sexual Misconduct -1



■ Gender Equity Education Act

● Article 36

A school president, educator, employee, or janitor meeting any of the following conditions shall be fined between **NTD \$30,000 and NTD \$150,000**:

- A. **Failing to** report any suspected cases of sexual assault or sexual bullying at school **to the university** or the competent authority at the municipality, county or city level **within 24 hours** in accordance with Article 21, Section1
- B. **Forging, altering, destroying, or concealing evidence of any such sexual misconduct** committed by any other person in accordance with Article 21, Section2

Regulations on Reporting an Incident of Sexual Misconduct -2



■ Gender Equity Education Act

● Article 36-1

Where a faculty or staff member becomes aware of a suspected sexual assault incident on the campus, failing to report the matter in accordance with the provisions of the Gender Equity Education Act, thereby leading to a subsequent sexual assaults on campus; or forging, altering, destroying, or concealing evidence of any such assault committed by any other person.

The person shall be dismissed or discharged from his/her post.

A school or its competent authority shall report any person who violates the regulation in the preceding paragraph.

Reporting an Incident of Sexual Misconduct and Counseling Services



Reporting an Incident of Sexual Misconduct	
Contact	Emma Lai (Secretariat)
Contact Info.	Ext. 2087 E-mail: emma0301@tmu.edu.tw
Counseling Services	
Contact	Lu, Jui-Ting (Student Counseling Center)
Contact Info.	Ext. 2231 E-mail: tmuscc@tmu.edu.tw

- To report sexual misconduct, you may call 02-27393281
- The 24-hour Campus Security hotline: 02-27361100

**Feedback on these guidelines
is welcome!**



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