



National Cheng Kung University Statement on Diversity, Equity, and Non-Discrimination

The mission of National Cheng Kung University ("NCKU" or the "University") is to provide sustainable education that is people-centered, respectful of diversity, and promotes a harmonious society. NCKU declares a commitment to respecting all members of the community regardless of gender, age, ethnicity, culture, background, belief, or lifestyle. The University is committed to providing equitable rights and opportunities; opposing any form of discrimination; and creating a campus that is equitable, diverse, inclusive, and enjoyable for students, faculty, and staff. The University shall establish administrative regulations, form committees, and create plans and policy measures in adherence and support of the principles outlined in the Universal Declaration of Human Rights (UDHR); international human rights conventions (in particular the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD), and the Convention on the Rights of Persons with Disabilities (CRPD)); and the Sustainable Development Goals (SDGs) of the United Nations.

We herewith declare:

1. NCKU is committed to creating a respectful, inclusive campus. When partaking in teaching and learning activities (both on/off campus), professional duties, and social interactions, University faculty, staff, and students are expected to be inclusive and respectful of all individuals regardless of age, gender, disability, race, religion, belief, sexual orientation, marital or partnership status, pregnancy, or parental status.
2. NCKU aims to eliminate all inequitable regulations and policies. The University campus shall uphold the dignity of faculty, staff, and students and maintain a zero-tolerance policy for unlawful conduct.
3. NCKU strives to foster an inclusive campus environment conducive to both work and learning. To this end, the University aims to provide faculty, staff, and students with equitable rights and opportunities and ensure no individual is subject to any form of discrimination or unfair treatment.
4. NCKU supports the principles of academic freedom and freedom of speech; however, the University emphasizes that academic freedom and freedom of speech should be exercised responsibly and not as a means to discriminate against or harm others. NCKU strives to promote a diverse, inclusive, and harmonious academic environment.
5. NCKU advocates for University faculty, staff, students, and the off-campus community to join together in opposing discrimination. NCKU works to fulfill its social responsibilities to the community through partnerships between the University and various sectors and, through such, jointly promoting diversity, equity, and sustainable development.

President: