

國立成功大學反歧視及平權政策

111年9月21日第214次行政會議通過

國立成功大學（下稱「本校」）致力營造具有尊嚴的校園環境，明確宣示對各種職場不法侵害採取「零容忍」原則，並禁止任何於工作場所之歧視或騷擾行為。為確保所有教職員工均能得到應有的尊重與平等對待，特訂定國立成功大學反歧視及平權政策（下稱「本政策」）

一、禁止歧視行為

本校對任何形式之歧視均採零容忍政策。為保障就業機會平等，禁止以種族、階級、語言、思想、宗教、黨派、籍貫、出生地、性別、性傾向、年齡、婚姻、容貌、五官、身心障礙、星座及血型等為由，於招聘或實際工作中予以歧視，並不得以任何形式或程序制訂具歧視之用人政策，藉此影響其薪資、晉升、獎勵和受訓機會等。

二、禁止騷擾行為

本校致力促進性別地位之實質平等，教職員工皆應遵守性別工作平等法、性別平等教育法、校園性侵害性騷擾或性霸凌防治準則等性別平等相關法規及教育基本法，並納入相關契約規範，違反規定情節重大者，得立即終止契約。

三、平權與友善職場

本校基於大學影響力及社會責任，不強迫勞動、不進行現代奴役，不使用童工，並依平等人權原則保障教職員工權益於薪資政策及程序上採職位評價制度，確保相同工作者之薪資不因性別、性傾向、年齡、種族及宗教等而有差異，履行平等勞資協商，實踐受僱者勞動權益。

四、宣導與教育訓練

本校將妥適利用會議、內部文件、公告及電子郵件等各種傳遞訊息之機會與方式，向教職員工宣導及傳達本政策，並持續推動校內反歧視及平權相關教育訓練及講座，使教職員工充分了解如何保障自身權利，確保本政策之落實。

五、檢舉/申訴管道

本校教職員工若發現任何違反、疑似違反或可能違反本政策之情事，得具名透過相關管道提出具體事實內容、相關資訊及文件進行檢舉/申訴

（一）職場不法侵害通報申訴單位：校安中心

校安中心 24 小時專線: (06) 2381187 或 2757575#55555

通報專用傳真:(06)2766447

（二）校園性平事件求助及申請調查窗口

校安中心 24 小時專線: (06) 2381187 或 2757575#55555

本校性別平等教育委員會:(06)2757575#50324、50325

（三）教師申訴評議委員會：本校專任教師對本校有關其個人之措施，認為違法或不當，致損害其權益者，得向秘書室法制組提起申訴。

（四）職工申訴評議委員會：本校職員工對本校管理措施或有關工作條件之處置認為不當，致影響其權益者，除法律另有規定外，得向人事室提出申訴。

六、檢舉或申訴人之保護

本校受理調查之權責單位，及受委託調查舉報事項之第三方，對於檢舉人/申訴人及檢舉內容應予以保密，保護檢舉人/申訴人之個人資料及隱私，並承諾保護其不因檢舉情事而遭受不公平的報復、對待或不當處置。如對申訴人、通報人或協助調查者有任何報復之行為，將進行嚴厲懲處。

七、本政策經行政會議通過後施行，並同步公告於本校網頁。

NCKU Antidiscrimination and Gender Equality Policy

Amended in the 214th Administrative Meeting on September 21, 2022

National Cheng Kung University (hereafter “NCKU”) devotes itself to creating a campus environment that ensures individual dignity, adopts a zero-tolerance policy toward any illegal infringement of rights in the workplace, and prohibits any discrimination or harassment at work. The NCKU Antidiscrimination and Gender Equality Policy (hereafter “the Policy”) is thus established to ensure that all NCKU faculty and staff members receive appropriate respect and equal treatment.

1. Prohibition against discrimination

NCKU has a zero-tolerance policy toward any forms of discrimination. To ensure equal employment opportunity, NCKU prohibits any discrimination against job applicants or employees based on their race, social class, language commanded, thought, religion, political orientation, place of origin, place of birth, gender, sexual orientation, age, marital status, appearance, facial feature, disability, zodiac sign, or blood type and any discriminatory employment policy, regardless of the form or procedure through which it is established, that affects employees’ salary, promotion, rewards, and opportunity for training.

2. Prohibition against harassment

NCKU is dedicated to the promotion of substantive gender equality. All NCKU faculty and staff members and contract terms shall comply with the Educational Fundamental Act and regulations related to gender equality, including the Act of Gender Equality in Employment, the Gender Equity Education Act, and the Regulations on the Prevention and Handling of Sexual Assault, Sexual Harassment, or Sexual Bullying on Campus. For a faculty or staff member with serious violations of these regulations, their employment contract may be terminated immediately.

3. Friendly workplace with equality

As an university with impact and an aim to fulfil its social responsibility, NCKU does not have any forced labor, slavery, or child labor and, to protect the faculty and staff members’ rights according to the principle of universality of human rights, has established a job evaluation system in its salary determination policy and procedure, which ensures that all workers in the same jobs are paid the same amount of salary regardless of their gender, sexual orientation, age, race, or religion. Through these efforts, NCKU ensures equal negotiation between employees and employers and protects the labor rights of employees.

4. Communication and training

NCKU will communicate the Policy to its faculty and staff members through various means including meetings, internal documents, announcements, and emails as appropriate and will continue to organize training and forums on antidiscrimination and equality topics to inform the faculty and staff members of how they can protect their own rights and to ensure that the Policy is fully complied with.

5. Report/complaint channel

Upon discovery of any violation, suspected violation, or potential violation of the Policy, faculty and staff members may file a report/complaint against the violation through the corresponding channel. The report/complaint shall contain the name of the violation reporter or complainant, a factual description of the violation, and any relevant information or documents.

- (1) Illegal infringement of rights at work: NCKU Security Center
24-hour hotline for the NCKU Security Center: (06) 2381187 or 2757575#55555
Report through fax: (06)2766447
- (2) Consultation and investigation application for gender equality violation on campus
24-hour hotline for the NCKU Security Center: (06) 2381187 or 2757575#55555
NCKU Gender Equity Education Committee: (06)2757575#50324 or 50325
- (3) Faculty Appeal Review Committee: If full-time faculty members of NCKU find any decision made upon them to be illegal or inappropriate and to damage their rights, they may appeal to the Legal Affairs Division of the NCKU Secretariat Office against the decision.
- (4) Staff and Worker Appeal Review Committee: If staff members and workers of NCKU find any handling related to their management measures or work conditions to be inappropriate and to damage their rights, they may appeal to the NCKU Personnel Office unless otherwise specified in legal regulations.

6. Protection of the violation reporter or complainant

The NCKU unit responsible for the investigation of violations as well as the third party commissioned to conduct the investigation shall keep the name of the reporter/complainant and the content of report/complaint confidential; protect the reporter/complainant's personal information and privacy; and pledge to protect the reporter/complainant from any unfair retaliation or treatment or inappropriate disposition due to their report/complaint. Any retaliation against the reporter, complainant, or people assisting in the investigation will be subjected to serious disciplinary actions.

7. The Policy takes effect following **approval at the Administrative Meeting**; the promulgation thereof is announced on the NCKU website.

※ The English translation thereof is for reference only and the Chinese version shall always prevail in case of any inconsistency between the Chinese version and the English translation thereof.