

# Regulations on Prevention of Campus Gender-related Incidents at Kaohsiung Medical University

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## Chapter 1: General Provisions

Article 1 In order to actively promote education on the prevention of gender-related incidents, and to enhance the faculty, staff, and students on the awareness of respecting the autonomy of oneself and others in terms of sex and body, these regulations are formulated in accordance with Article 38 of the Regulations Governing Prevention of Gender-Related Incidents on Campuses.

Article 2 To promote the prevention of gender-related incidents, the following measures shall be taken by the school:

1. Hold regular in-service training activities each year for their gender equity education committee (hereunder abbreviated to "gender committee") members and personnel in its unit responsible for the handling of gender-related incidents on campus matters.
2. Encourage the committee members and personnel referred to in the preceding subparagraph to take part in research and study activities on campus and off campus on the handling of campus gender-related incidents and register participation as an official work task and provide subsidies for associated expenses.
3. Make the matters covered by these Regulations publicly known through a wide range of channels; and include them in the employment contracts of faculty, staff members and other employees, and in student handbooks.
4. Encourage the victim or the informant of a campus gender-related incident to apply for an investigation or report the incident at the earliest possible time in order to facilitate the collection of evidence, investigation and handling of the matter.

Article 3 The university shall collect information related to the prevention and relief of gender-related incidents and actively provide such information to relevant personnel during the handling of the incidents.

The information mentioned above shall include:

1. Definitions, types, and relevant regulations of campus gender-related incidents.
2. Protection of the rights and interests of victims and the necessary assistance provided by the school.
3. Mechanisms for applying for investigation, appeal, and relief.
4. Relevant supervisory authorities and responsible units.
5. Organizations and networks providing resource assistance.
6. Other matters deemed necessary by the gender committee.

## Chapter 2: Campus Safety Planning

Article 4 To prevent campus gender-related incidents, the school shall take the following measures to

improve safety in high-risk areas on campus:

1. Regularly review campus space and facility planning and use in terms of spatial configuration, management and security, signage systems, emergency systems, safe routes, lighting, spatial permeability, and other spatial safety elements. Review the overall safety of the campus.
2. Record spaces within the campus where gender-related incidents have occurred and, if necessary, create a campus safety map.

Article 5

The review of campus space and facility planning mentioned in the first item shall consider the special needs of students' physical and mental functions or language and cultural differences, providing safety planning and explanatory methods that meet their needs. The scope shall include dormitories, bathrooms, school buses, and other areas within the campus. The university shall hold regular campus space safety inspection and explanation meetings, inviting professional spatial designers, faculty, staff, students, and other campus users to participate.

The above-mentioned inspection and explanation meetings may be conducted electronically, and the results of the inspection and relevant records shall be announced publicly. The progress of improving campus hazardous spaces shall be listed as one of the work report items for the Gender Equity Committee each semester.

Chapter 3: Precautions for Internal and External Teaching, in Activities and Interpersonal Interactions

Article 6

The president, faculty, staff, and students of the school should respect gender diversity and eliminate gender discrimination in interpersonal interactions during internal and external teaching activities and when performing duties.

Article 7

When any student experiences sexual harassment while undertaking an internship off campus, the matter shall be handled in accordance with the provisions of Paragraph 5 of Article 2 of the Gender Equality in Employment Act. If one of the parties involved in the incident is an instructor of internship students at the internship site, the provisions of the Act shall also apply.

The term "instructor of internship students at the internship site" in the preceding paragraph refers to any individual who teaches or provides students with professional knowledge and skills, and/or offers practical training, and instructs students receiving practical operations training.

If an educational institution becomes aware that a student doing an internship has been a victim of sexual assault, sexual harassment, or sexual bullying, and the matter does not fall within the scope of the Act, it may handle the matter in accordance with the provisions of Paragraph 3 of Article 25 of the Act.

When an educational institution becomes aware that a student doing an internship has been a victim of a gender-related incident, it shall take immediate and effective corrective and remedial measures.

Chapter 4: Professional Ethics Regarding Sex and Gender for Presidents, Faculty, Staff, and Other Employees and Associated Recusal and Reporting

Article 8

In interpersonal interactions related to sex or gender, a president, faculty, staff members, and workers are not permitted to develop a relationship based on sexual behavior or emotions with any student who is a minor, thereby violating professional ethics.

When a president, faculty or other staff member is teaching, instructing, training, evaluating, managing, counseling, or providing a work opportunity to a student and there is an unequal power relationship because of their status, knowledge, age, physical strength, identity, ethnicity, or resources, they are not permitted to develop a relationship based on sexual behavior or emotions with any adult student that violates professional ethics regarding interpersonal interactions related to sex or gender.

If the president, faculty, other staff members, or employees finds that their relationship with a student raises concerns that it is in violation of the professional ethics referred to in the two preceding paragraphs, they shall recuse themselves from further interaction with the student and report the matter to the school gender committee or Ministry of Education to handle.

Article 9	The president, faculty, staff members, workers, and students shall respect other people's and their own autonomy over their sexuality and their body, avoid making unwanted attempts to persuade another person to have a personal relationship with them, and they are not permitted to use force or violent means to handle conflicts related to sex or gender.
Chapter 5:	Campus Gender-Related Incident Handling Mechanisms, Procedures, and Means of Remedy Available
Article 10	The gender-related incidents on campus defined in the Regulation include cases that involve different educational institutions.
Article 11	<p>Victims, their legal representatives or actual caregivers (hereinafter referred to as applicants) and complainant of campus gender-related incidents may apply for an investigation or report in writing to the school where the alleged perpetrator was enrolled at the time of the incident (hereinafter referred to as the incident jurisdiction school). However, if the alleged perpetrator is or was the school president, <u>the investigation or report should be made to the competent authority overseeing the school at the time of the incident</u> (hereinafter referred to as the incident jurisdiction authority).</p> <p>If the incident jurisdiction school is the perpetrator where was employed part-time, that school is the incident jurisdiction school referred to in the preceding paragraph.</p> <p>If the incident jurisdiction school has merged with another educational institution in accordance with the provisions of the Primary and Junior High School Act, the Senior High School Education Act, the Private School Law, or other education ordinances, the educational institution continuing after or established by the merger shall be the incident jurisdiction school. If the incident jurisdiction school has closed down, the educational institution where the perpetrator is currently employed or studying is the incident jurisdiction school. But if the perpetrator is not currently employed or enrolled at any educational institution, the competent authority of the educational institution where the incident took place has jurisdiction over the incident.</p> <p>If, before the amendments to these Regulations came into effect on March 8, 2024, an investigation was handled in accordance with the provisions of the proviso to Paragraph 1 of Article 10 of these Regulations by the competent authority of the educational institution where the administrative head of the educational institution where the incident took place is currently employed and not by the authority with jurisdiction at the time the incident took place, and the matter has still not been concluded in accordance with the provisions of Paragraph 3 of Article 36 of these Regulations, it shall be handled in accordance with the provisions of Paragraph 1 and Paragraph 1 of Article 16 of these Regulations after the amendments came into effect.</p>
Article 12	<p>If the incident jurisdiction school is not the school at which the perpetrator is employed or enrolled, the school where the perpetrator is currently employed or enrolled shall be notified in writing to send a representative to participate in the investigation; the school that has been notified is not permitted to refuse to send a representative.</p> <p>If the incident jurisdiction school or jurisdiction authority referred to in the preceding paragraph concludes its investigation and verifies that a campus gender-related incident occurred, it shall send a copy of the investigation report and its recommendations for the handling of the matter to the school where the perpetrator is currently employed or enrolled to handle in accordance with the provisions of Article 31.</p>
Article 13	<p>In the situation referred to in Paragraph 2 of Article 11, if the school is the incident jurisdiction school, shall notify the school where a perpetrator is currently employed on a full-time basis in writing that it needs to send a representative to participate in the investigation; the school which has been notified is not permitted to refuse to send a representative.</p> <p>If the school verifies an investigation that a campus gender-related incident did occur, it shall send the investigation report and its recommendations on handling the matter to the school where the perpetrator is currently employed on a full-time basis to handle in accordance with the provisions of Article 31.</p>
Article 14	If the alleged perpetrator held two or more different roles as a president, teacher, staff, worker, or student at the time of the incident, the status for investigation and the incident jurisdiction

school or authority shall be determined based on the role in which the alleged perpetrator interacted with the victim.

If it is impossible to determine the alleged perpetrator's role at the time of the incident or the school the alleged perpetrator attended during the period of school system conversion, the school that accepts the investigation or report shall be the incident jurisdiction school. The relevant school should send representatives to participate in the investigation. However, if both the alleged perpetrator and the victim have student status when applying for the investigation or report, the incident jurisdiction school shall be the alleged perpetrator's school.

Article 15 If there are multiple alleged perpetrators from different schools, the incident jurisdiction school shall be the school which accepts the investigation application or report. The relevant schools should send representatives to participate in the investigation.

Article 16 If this school does not have jurisdiction over an investigation application or report for an incident, it shall transfer the case to the competent authority within seven working days and notify the parties involved.

In cases where jurisdiction is disputed during the period of school system conversion, the decision shall be made jointly by this school, the alleged perpetrator's current full-time school, the authority, organization, or other part-time school concerned. If there is no joint supervisory authority, the respective higher authorities of each of the educational institutions will come to an agreement..

Article 17 When an incident is reported in accordance with the provisions of Paragraph 1 of Article 22 of the Act, the names and any other details sufficient to identify the parties involved or any informant shall be kept confidential except when necessary for the investigation, or based on considerations of public safety, or if the provisions of other regulations apply.

Any president, faculty, staff member, or workers who forges, alters, destroys, or conceals evidence related to any campus gender-related incident committed by another person, not including any sexual assault that constitutes grounds for an educational institution not being permitted to appoint, employ, or engage the services of that person, either, permanently or for a period of between one and four years, shall when necessary be dismissed, discharged from employment, or have their contractual relationship or provision of services arrangement terminated in accordance with the relevant regulations. This applies, if the other person was a student who committed a campus sexual harassment or sexual bullying incident and the circumstances were similar.

The president, faculty, and staff mentioned in the preceding paragraph are subject to the Teacher Act, the Regulations on the Appointment of Educational Personnel, and the school's regulations on rewards and punishments. Dismissal, suspension, removal, and disciplinary actions shall be handled in accordance with the respective legal provisions; those who are not dismissed, removed, or suspended shall be reassigned from their current positions at the school.

Article 18 The applicant or informant in a campus gender-related incident may apply for an investigation or submit a report in writing, orally, or by email. If the application for an investigation or the report is made orally or by email, the school shall create a record for the applicant or the informant to sign or affix their personal seal to, after it has been read aloud to them or they have personally read it and they have confirmed that it contains no errors.

The record of the written, oral, or email application or report referred to in the preceding paragraph shall include the following items:

1. The name of the applicant or the informant, their identity document number, and the unit and institution where they work or study and their job title if applicable, their current residential address, contact telephone number, and the date of the application for an investigation.

2. In an application for an investigation, the applicant shall state the year, month, and day of the victim's birth.

3. An applicant who appoints another person as their representative to apply for an investigation on their behalf shall submit a letter of authorization that states the name, identity document number, residential address, and contact telephone number of their representative.

4. The factual details of the incident that is the subject of the application for an investigation or informant's report. If there is any related evidence, it shall be recorded or be included as an attachment.

If the school becomes aware of a suspected campus gender-related incident that occurs under any of the circumstances listed below, its gender committee shall assess the impact of the incident on students' right to education and on campus safety, and if the gender committee resolves to initiate investigation procedures treating the matter as a reported case, in order to ascertain the facts and take necessary measures to protect students' rights and campus safety:

1. There are two or more victims.
2. There are two or more perpetrators.
3. The is the president, a faculty or staff member.
4. Campus safety issues are involved.
5. Other circumstances that the gender committee considers make it necessary to initiate an investigation treating the matter as a reported case.

Article 19 When the school receives an application for an investigation or report of a campus gender-related incident, it should be handled by the Campus Gender-related Incident Prevention Committee.

Within three days after the responsible unit referred to in the preceding paragraph receives the application or report, unless any of the reasons set out in Paragraph 2 of Article 32 of the Act for not accepting the case exist, it shall give the evidence and information provided by the applicant or the informant to the gender committee to investigate and handle the matter.

When necessary, the gender committee may designate a team of at least three persons to determine whether any of the reasons set out in Paragraph 2 of Article 32 of the Act referred to in the preceding paragraph apply.

Article 20 Campus gender-related incidents reported in the media shall be treated as complaints. The school shall proactively refer such incidents to the Campus Gender Equity Committee for investigation. If the suspected victim is unwilling to cooperate with the investigation, the school shall still provide necessary counseling or assistance. In cases where bullying incidents are being handled and situations suggestive of gender-related incidents are identified, the school shall treat them as complaints and request the Campus Gender Equity Committee to handle them in accordance with the preceding article by the anti-bullying response team.

Article 21 Within twenty days of receiving an investigation application or complaint, the school shall notify the applicant, victim or complainant in writing whether the case has been accepted. The written notice of non-acceptance shall specify the reasons according to Article 32, Paragraph 3 of the Gender Equity Education Act and inform the applicant, victim or complainant of the deadline for appeal and the authority to which the appeal should be made. If the applicant, victim or complainant does not receive the notice within the specified period or receives a notice of non-acceptance, they may appeal in writing to the Campus Gender Equity Committee within twenty days from the next day following the expiration of the specified period. If the appeal is made orally, it shall be recorded, and after reading to or allowing the applicant, victim or complainant to read its accuracy, it should be signed or stamped by them.

Only one appeal against non-acceptance is allowed.

Upon receiving the appeal, the school shall refer the investigation application or complaint back to the Campus Gender Equity Committee for reconsideration and notify the appellant of the appeal results within twenty days.

If the appeal is justified, the Campus Gender Equity Committee shall conduct an investigation and handle it in accordance with the law.

Article 22 When the Campus Gender Equity Committee handles campus gender-related incidents, it may establish an investigation team to conduct the investigation. The investigation team shall consist of three or five members, and the composition of its members shall be determined in accordance with the provisions of Paragraph 3 and Paragraph 4 of Article 33 of the Gender Equity Education Act.

A person in any of the circumstances listed below is not permitted to serve as a member of the investigation team referred to in the preceding paragraph:

1. Their deferred prosecution or guilty verdict for a violation of the Chapter on Sexual Offenses, or the Chapter on Offense against Sexual Privacy and Synthetic Sexual Videos in the Criminal Code has been affirmed.
2. Their acting in violation of the Act, the Gender Equality in Employment Act, the Sexual Harassment Prevention Act, the Stalking and Harassment Prevention Act, the Child and Youth Sexual Exploitation Prevention Act, or other gender equality-related legislation has been duly investigated or verified by the relevant authority.

Counselors of the parties involved in campus gender-related incidents, the incident jurisdiction school or institution where the incident occurred, the responsible personnel of the Campus Gender Equity Committee, and the staff handling the case shall abstain from the investigation work related to the incident. Personnel participating in the investigation and handling of campus gender-related incidents shall also abstain from counseling the parties involved.

The school shall register the members of the investigation team on official duty. The transportation and related expenses shall be borne by the governing school or institution of the incident, and the school sending personnel to participate in the investigation.

#### Article 23

The experts or scholars with professional expertise in the investigation of campus gender-related incidents shall satisfy one of the following criteria:

1. Have a certificate of completion for an advanced campus gender-related incident investigation competency training program provided by the competent authority at the central, special municipality, county or city level and have been approved by the gender committee of the competent authority at the central, special municipality, county or city level and included in its database of investigation professionals.
2. Have a proven record in the investigation and handling of a campus gender-related incident and have been approved by the gender committee of the competent authority at the central, special municipality, county or city level and included in its database of investigation professionals.

#### Article 24

When the school handles a campus gender-related incident, it shall proceed as follows:

1. The alleged perpetrator shall attend the investigation in person. In the case of minors, they may be accompanied by their legal representative or actual caregiver during the investigation.
2. If any of the parties involved has a disability certification or a valid certification that they have been identified as having special-needs that was approved and issued by the competent authority, the investigation team shall have members with expertise in special education.
3. In cases where there is a power imbalance between the alleged perpetrator, victim, complainant, or invited individuals assisting in the investigation, direct confrontation shall be avoided.
4. The school shall keep confidential the real names and other identification information of the alleged perpetrator, victim, complainant, or individuals invited to assist in the investigation, except when necessary for the investigation or for public safety considerations.
5. In accordance with the provisions of Paragraph 5 of Article 33 of the Act, when notifying the parties involved, relevant individuals, or units to cooperate with the investigation and provide information in writing, the purpose, time, location, and consequences of non-compliance with the investigation shall be stated.
6. The notice mentioned in the preceding paragraph shall specify that the parties involved are not allowed to contact each other privately or use the internet, communication software, or other channels to disseminate information about the incident.
7. Personnel from the incident jurisdiction school or institution to which the parties involved belong may not inquire about or investigate the case in any form, nor may they require the parties involved to submit statements or affidavit documents.

8. If necessary for the investigation, the school may prepare written documents within the scope of confidentiality obligations and allow the alleged perpetrator, victim, or individuals invited to assist in the investigation to review or inform the essence of the documents.
9. If the applicant withdraws the request for investigation, to clarify relevant legal responsibilities, the investigation may continue upon resolution by the gender equity committee or at the request of the alleged perpetrator. If the supervisory authority deems the circumstances to be serious, the school may continue the investigation.
10. When any of the involved parties applies to view, transcribe, copy, or photograph relevant information or case files, it shall be handled in accordance with the provisions of the Administrative Procedure Act.
11. The records of the investigation interview process of the parties involved may be supplemented with audio recordings and, when necessary, with video recordings; a transcript of the interview shall be read aloud to the interviewed parties or given to them to read and to sign or affix their personal seal to after they have confirmed that it contains no errors.

Article 25

The personnel involved in handling campus gender-related incidents, who are subject to confidentiality obligations as specified in Paragraph 4 of the preceding article, include all personnel participating in the investigation at the school.

Personnel who breach confidentiality obligations as specified in the preceding paragraph shall be punished in accordance with the Criminal Code or other relevant laws and regulations.

The original documents containing the real names of the parties involved, complainants, or witnesses shall be sealed by the school and may not be accessed or provided to individuals outside of the investigation and judicial authorities. However, if there are legal provisions to the contrary, such provisions shall prevail.

In addition to the original documents, documents produced by personnel investigating and handling campus gender-related incidents for external use shall have the real names and other identification information of the parties involved, complainants, or witnesses deleted and replaced with codes.

Article 26

To safeguard the educational or occupational rights of individuals involved in incidents of gender-related on campus, the school, when necessary, may implement the following measures and report them to the competent authority for reference:

1. Flexibly handle the attendance records or performance assessments of the individuals involved and actively assist them in their academic or professional duties, without being restricted by leave policies or relevant regulations on teacher and student performance assessments.
2. Respect the wishes of the victim, reducing chances of interacting between the parties involved, and in accordance with the victim's request or based on the gender committee's assessment of the effect of the incident on students' right to education and campus safety, discontinue any teaching, instruction, training, evaluation, management, or counseling relationship between the parties involved, or one that provides a work opportunity to a student, or order the offender to avoid contact with the victim.
3. Avoid retaliatory situations.
4. Prevent and reduce the likelihood of the alleged perpetrator's committing further harm.
5. Implement any other measures deemed necessary by the Gender Equity Committee.

When the individuals involved are not affiliated with the school, the relevant school of the individuals should be notified to handle according to the provisions in the preceding paragraph.

The necessary measures stipulated in the preceding two paragraphs should be implemented after discussion and resolution by the Gender Equity Committee.

Article 27

The school shall assess the physical and mental condition of the parties involved and proactively refer them to relevant organizations to provide necessary assistance based on the

provisions of Paragraph 1 of Article 25 of the Act. However, the school shall continue to investigate and handle the incident in accordance with these regulations.

When the individual involved is not affiliated with the school, the individual's affiliated school shall be notified to provide necessary assistance as stipulated in the preceding section.

Article 28

When necessary, the school shall provide the following appropriate assistance to the individuals involved:

1. Psychological counseling and guidance.
2. Legal assistance.
3. Academic assistance.
4. Financial assistance.
5. Referrals to social welfare resources
6. Other protective measures or assistance deemed necessary by the Gender Equity Committee.

When the individual involved is not affiliated with the school, their affiliated school shall be notified to provide appropriate assistance as stipulated in the preceding section. The assistance mentioned in the preceding two sections may be provided by professionals such as physicians, psychologists, social workers, or lawyers, and the necessary expenses shall be allocated from the school's budget.

Article 29

The investigation and handling by the Gender Equity Committee shall not be affected by the progress or results of the judicial procedure related to the incident.

The investigation process mentioned in the preceding section shall not be suspended even if the alleged perpetrator loses their original status.

Article 30

In accordance with the principles of deferring to expert judgment and avoiding repeated questioning, for the factual determination related to campus gender-related incidents, the school shall rely on the investigation report of the Gender Equity Committee.

When the Gender Equity Committee convenes a meeting to review the investigation report and determines that a gender-related incident on campus has occurred, and makes recommendations for a change in status to the school, the school shall notify the alleged perpetrator, with the requirement to submit written statements within a specified period, attaching the investigation report reviewed and approved by the Gender Equity Committee. If the alleged perpetrator does not submit written statements within the stipulated period, it is considered a waiver of the opportunity to make a statement. If the individual submits written statements, the Gender Equity Committee shall convene another meeting to consider his/her statements and cannot conduct a new investigation except in situations as defined in Article 37, Paragraph 3 of the Gender Equity Education Act.

The designated authority responsible for adjudication at the school, during the deliberation of disciplinary actions, may not request the Gender Equity Committee to conduct a new investigation, and they are also prohibited from conducting an investigation independently, except in cases specified in Article 37, Paragraph 3 of the Gender Equity Education Act.

When the review off the disciplinary action referred to in the preceding paragraph, in accordance with the provisions of the associated regulations, shall give the alleged perpetrator an opportunity to make a statement of defense, and shall provide a copy of the investigation report reviewed and approved by the gender committee to the alleged perpetrator.

Before making the decision on the disciplinary action referred to in Paragraph 4, the responsible unit shall notify the victim, or their legal representative or actual caregiver to submit a written or oral statement by a specified time. If a statement is made orally, the responsible unit shall create a printed transcript of the statement for the victim, their legal representative, or actual caregiver to sign or affix their personal seal to after the transcript has been read aloud to them or they have personally read it, and they have confirmed that it contains no errors. If a person fails to submit a written statement by the specified time, it will be deemed as their forfeiting the opportunity to make a statement. If a written statement is



submitted, the unit authorized to decide the disciplinary action shall consider the written statement.

Article 31

After the school determines, based on the investigation by the Gender Equity Committee, that a campus gender-related incident occurred, the school shall take disciplinary actions as per Article 26, Paragraph 1 of the Gender Equity Education Act, which may include advising, recording a demerit, dismissal, suspension, non-renewal of employment, discharge from employment, termination of contract, termination of employment or utilization relationship, or other appropriate penalties. When other authorities have the power to impose penalties under relevant laws or regulations, the school shall transfer the case to those competent authorities. If it is proven that the accusation was false, appropriate penalties shall be imposed on the applicant or complainant.

The measures against the alleged perpetrator as mentioned in Article 26, Paragraph 2 of the Gender Equity Education Act shall be carried out by the school's Gender Equity Committee, and necessary measures shall be taken to ensure the individual's cooperation and compliance. The nature, implementation method, duration of the courses, and the legal effects of failure to cooperate with enforcement shall be stated in the written notification of the handling result. The measures referred to in the preceding paragraph shall be discussed and decided by the school's Gender Equity Committee, including the nature, the unit or personnel of implementation, implementation method, duration of the courses and payment of expenses incurred for the following items:

1. The alleged perpetrator receives psychological counseling and guidance.
2. The alleged perpetrator apologizes to the victim with the consent of the victim, their legal representative, or actual caregiver.
3. Eight hours of gender equity education-related courses.
4. Other measures that are in keeping with the educational purpose.

The measures referred to in Subparagraph 4 of the preceding paragraph, when necessary, if the alleged perpetrator is a student, consideration may be given to integrating into the teaching of the school's curriculum or advocacy activities and recording this.

The eight-hour gender equality education courses as mentioned in Article 26, Paragraph 2, Subparagraph 2 of the Gender Equity Education Act shall be planned by the Ministry of Education.

Article 32

When the school notifies the individuals involved of the handling result, it shall also provide the investigation report and inform them of the deadline and the authority for appealing.

The outcome of the handling of the case referred to in the preceding paragraph will include the established facts, measures to be taken, and the outcome of disciplinary action.

If the individuals involved are dissatisfied with the school's handling result, they may file an appeal in writing to the Gender Equity Committee or the Ministry of Education within thirty days from the next day upon receiving the written notification, with clear reasons. If the appeal is made orally, it shall be recorded, read, or shown to the individual involved, and after confirming its accuracy, he/she shall sign or affix his/her seal.

After receiving the appeal, the school shall process it according to the following procedures:

1. The Gender Equity Committee shall form a review panel upon receiving the appeal, and within thirty days, it shall make a decision with reasons and notify the appellant of the appeal result.
2. The review panel as mentioned in the preceding paragraph shall include three to five experts or scholars in gender equality education, and legal professionals, of which the proportion of female members shall be over half of the total members, and the proportion of experts or scholars with professional expertise in investigating campus gender-related incidents shall be over one-third of the total members.
3. Former Gender Equity Committee members and former investigation panel members shall not serve as members of the review panel.
4. The review panel shall elect a convener and chair the meeting when it convenes.

5. During the review meeting, the appellant may be allowed to state their opinions as needed, and relevant Gender Equity Committee members or investigation panel members may be invited to attend and explain.
6. If there are valid reasons for the appeal, the case shall be reported to the relevant competent authority for reprocessing. When there was any significant flaw in the investigation procedure as defined in Paragraph 3 of Article 37 of the Act, or if there is some new fact or new evidence that is sufficient to affect the conclusion of the original investigation, it may ask the gender committee to reinvestigate the incident.
7. Before the review result as mentioned in the preceding paragraph is delivered to the appellant, the appellant may withdraw the appeal in accordance with the provisions of the preceding paragraph.

The significant procedural flaws in the investigation procedure referred to in Paragraph 3 of Article 37 of the Act, and in Paragraph 3 of Article 30 of these Regulations refers to one of the following circumstances:

1. The composition of the gender committee or the investigation team is unlawful.
2. Failure to provide any one of the parties involved with the opportunity to make a statement.
3. Failure to recuse when recusal is mandatory.
4. Failure to investigate evidence that warrants mandatory investigation.
5. Flawed acceptance or rejection of evidence which affected the determination of the facts.
6. Other significant procedural flaws sufficient to affect the determination of the facts.

#### Article 33

If the alleged perpetrator is the principal or president, when the applicant or victim submits a request for reconsideration to the Ministry of Education in accordance with the proviso in Paragraph 1 of Article 37 of the Act, the matter shall be handled in accordance with the provisions of Paragraph 3 of the preceding article.

If the alleged perpetrator is a faculty or staff member, or worker at the school, when the applicant or victim submits a request for reconsideration to the Ministry of Education in accordance with the proviso of Paragraph 1 of Article 37 of the Act, the provisions of Paragraph 4 of the preceding article apply mutatis mutandis, and may invite representatives of members of the gender committee or the investigation team to attend to provide explanations.

When the applicant or the victim referred to in the preceding paragraph submits a request for reconsideration to the Ministry of Education, if the alleged perpetrator submits a request for reconsideration to the school, the school shall immediately inform the Ministry of Education and request it to jointly both requests for reconsideration.

#### Article 34

The files and data established by the school under Article 28, Paragraph 1 of the Gender Equity Education Act shall be kept for twenty-five years by the Campus Gender-related Incident Prevention and Control Team. If they are stored in electronic media, they may be processed using electronic signatures or encryption methods when necessary.

The files and data established as mentioned in the preceding paragraph shall be divided into original files and report files.

The original files mentioned in the preceding paragraph shall be kept confidential, and their contents shall include the following information:

1. The time and nature of the incident.
2. Individuals involved in the incident (including the complainant, the victim, and the alleged perpetrator).
3. Personnel involved in the incident, the process, and records.
4. Documents prepared in the course of the incident handling, audio files of interview processes, obtained evidence, and other related information.
5. The name, title or student status, and student identification information of the alleged perpetrator.
6. The draft investigation report submitted by the investigation panel and the meeting minutes of the Gender Equity Committee.

The report files as mentioned in Paragraph 2 shall be the investigation reports approved by the Gender Equity Committee, and their contents shall include the following:

1. The cause for applying for the investigation of the incident, including the statements of the individuals involved or the complainant.
2. Records of the investigation interview process, including the dates and subjects.
3. Statements and defenses of the accused, the appellant, witnesses, and relevant individuals.
4. Inspection of relevant physical evidence.
5. Findings of fact and reasons.
6. Processing recommendations.

The provisions of Article 13 of the Regulations Governing the Retention Periods and Destruction of Agency Records may be applied mutatis mutandis, for the methods of destruction of the established database referred to in Paragraph 1.

Article 35 When the school obtains evidence-related information of an incident as defined in Article 29, Paragraph 3 of the Gender Equity Education Act and the individual involved provides statements after being notified, it shall submit the information to the Gender Equity Committee for verification and review.

Article 36 When reporting according to Article 28, Paragraph 2 and Paragraph 3 of the Gender Equity Education Act, the content of the report shall be limited to verified campus gender-related incidents, including the time, nature of the incident, the alleged perpetrator's name, title, or student identification information.

Depending on the actual needs, the school shall provide information on counseling, prevention education, or related measures, as well as other necessary information, to the next school where the student attends or serves.

After providing tracking and counseling for the alleged perpetrator, if it is assessed that there is no recurrence of the offense, the school may note the alleged perpetrator's improved behavior in the content of the report mentioned in paragraph 1.

Article 37 When the school becomes aware that an appointed or employed faculty or other staff member has been involved in a campus gender-related incident and that person has applied for retirement or severance with pay, it shall follow the procedures set out below:

1. Convene the Teacher Review Committee, Gender Equality Committee, Staff Personnel Evaluation Committee (hereinafter referred to as the Personnel Evaluation Committee), or other relevant committees established according to laws and regulations to carefully review and consider whether a decision for dismissal, suspension, or non-renewal of employment should be made based on the circumstances of the campus gender-related incident. Following the review, proceed with the appropriate legal procedures for approval by the competent authority or handle it according to internal procedures, based on the individual's status.

2. After convening the Teacher Review Committee, Gender Equality Committee, Personnel Evaluation Committee, or other relevant committees established according to laws and regulations, if it is determined that a decision for dismissal, suspension, or non-renewal of employment should be made based on legal provisions, or if suspension or removal is granted under relevant laws and the application for retirement or severance is not accepted, the individual shall be notified in writing with the reasons clearly stated. If it is determined that no decision for dismissal, suspension, or non-renewal of employment is required by law, or if suspension or removal is not granted under relevant laws and the application for retirement or severance is still accepted, the reasons must be stated in the letter sent to the authority responsible for reviewing (approving) the retirement or severance case, along with the relevant review materials.

3. The school shall complete handling the procedures specified in the preceding two subparagraphs within two months from the day it receives the retirement or severance with pay case of a faculty or other staff member involved in a campus gender-related incident. When necessary, one extension may be given, and the applicant will be notified of the reason for the extension before the original processing period expires.

- Article 38 The Human Resources Office and the Office of Student Affairs of the school shall incorporate the provisions of Article 8 and Article 9 into the contracts of faculty and staff and the student handbook.
- The content of the regulations referred to in the preceding paragraph shall include the following items:
1. The campus safety plans.
  2. Precautions for on-campus and off-campus teaching, activities, and interpersonal interactions.
  3. Campus gender-related incident prevention policy statements.
  4. Definition and categories of campus gender-related incidents.
  5. Details of the unit which receives applications for an investigation of campus gender-related incidents or an informant's report of such an incident, and its phone number, email address and the procedure followed.
  6. The procedures for the investigation and handling of campus gender-related incidents.
  7. The procedures for making a request for reconsideration of a campus gender-related incident and remedy procedures available.
  8. Warnings prohibiting retaliation.
  9. Protection of privacy.
  10. Other matters pertaining to the prevention of gender-related incidents on campus.
- Article 39 Matters not covered in these regulations shall be handled in accordance with the Gender Equity Education Act or other relevant laws and regulations.
- Article 40 Upon completion of the investigation and handling of campus gender-related incidents, and after the investigation report has been approved by the Gender Equity Committee, the school shall report the handling situation, review of the handling procedures, investigation report, and the minutes of the Gender Equity Committee meeting to the Ministry of Education. In cases where the applicant, victim or the alleged perpetrator requests an appeal, the results of the appeal review shall also be reported to the Ministry of Education after the appeal process is completed.
- Article 41 These regulations shall be implemented from the date of publication after being reviewed and approved by the Gender Equity Committee and the School Affairs Meeting. The same applies to amendments.