

National Taiwan Ocean University

Key Points for the Prevention and Handling of Campus Gender-Related Incidents

Approved by the Extraordinary University Affairs Meeting of the 1st semester of AY 2005 on September 29, 2005
Promulgated by Order no. Hai-Xue-Zi No. 0940009595 on October 28, 2005
Approved by the University Affairs Meeting of the 2nd semester of AY 2009 on June 4, 2009
Promulgated by Order no. Hai-Xue-Zi No. 0980007509 on June 30, 2009
Approved by the University Affairs Meeting of the 1st semester of AY 2012 on January 10, 2013
Promulgated by Order no. Hai-Xue-Zi No. 1020001828 on February 19, 2013
Approved by the University Affairs Meeting of the 2nd semester of AY 2014 on June 11, 2015
Promulgated by Order no. Hai-Xue-Zi No. 1040014681 on August 13, 2015
Approved by the University Affairs Meeting of the 2nd semester of AY 2018 on June 6, 2019
Promulgated by Order no. Hai-Xue-Zi No. 1080012386 on June 25, 2019
Amendments approved by the University Affairs Meeting of the 1st semester of AY 2019 on November 28, 2019
Promulgated by Order no. Hai-Xue-Sheng No. 1090000484 on January 10, 2020
Amendments approved by the University Affairs Meeting of the 2nd semester of AY 2019 on May 28, 2020
Promulgated by Order no. Hai-Xue-Sheng No. 1090010761 on June 15, 2020
Amendments approved by the University Affairs Meeting of the 1st semester of AY 2024 on November 28, 2024
Promulgated by Order no. Hai-Xue-Sheng No. 1140000287 on January 10, 2025

I. To implement the educational goal of gender equity, the University, in accordance with the Gender Equity Education Act (hereinafter the “Act”) and the Regulations Governing Prevention of Gender-Related Incidents on Campuses (hereinafter the “Regulations”), hereby formulates these Key Points.

II. The terms used in these Key Points are defined as follows:

- (1) Teacher: refers to full-time teachers, part-time teachers, substitute teachers, hourly teachers, military instructors, volunteer personnel engaged to assist teaching, student teachers who actually carry out teaching during educational practicum, practicum supervisors at practicum sites, and other personnel performing teaching or research.
- (2) Staff / Worker: refers to, other than the teachers described in the preceding subparagraph, personnel who regularly or periodically perform school affairs, volunteer personnel engaged to assist school affairs, student affairs innovation personnel, and other persons designated by the central competent authority.
- (3) Student: refers to persons with student status, persons without student status during the transition/articulation period between educational systems, persons receiving continuing education and extension programs, exchange students, educational practicum students or research trainees, and other persons designated by the central competent authority.
- (4) Campus gender-related incident: refers to an incident in which one party is the school principal, teacher, staff, worker, or student and the other party is a student, and where any of the following circumstances applies:
 1. Sexual assault: refers to conduct constituting a sexual assault offense as defined in the Sexual Assault Crime Prevention Act.
 2. Sexual harassment: refers to conduct meeting any of the following circumstances and not rising to the level of sexual assault:
 - (1) Engaging, by explicit or implicit means, in unwelcome words or conduct related to sex or gender that affects another person’s dignity, learning opportunities, or work opportunities or performance.
 - (2) Using conduct related to sex or gender as a condition for oneself or another person to obtain, lose, or have diminished rights or interests related to learning or work.
 3. Sexual bullying: refers to conduct that, through verbal, physical, or other violence, demeans, attacks, or threatens another person’s gender characteristics, gender traits, sexual orientation, or

gender identity, and which does not constitute sexual harassment.

4. Professional ethics violations related to sex or gender by the principal or faculty/staff: refers to situations where the principal or faculty/staff develops an intimate relationship with a minor student, or exploits an unequal power relationship, and, in the course of teaching, guidance, training, evaluation, management, counseling, or providing job opportunities to students, develops a relationship in sex- or gender-related interpersonal interactions that violates professional ethics.

III. The University shall implement the following measures related to education for the prevention of campus gender-related incidents:

- (1) For faculty, staff, and students, the University shall regularly hold advocacy/awareness activities on the prevention of campus gender-related incidents each year, and shall evaluate the effectiveness of implementation.
- (2) For members of the Gender Equity Education Committee (hereinafter the “GEE Committee”) and personnel of the units responsible for handling campus gender-related incidents, the University shall regularly provide relevant in-service training activities each year.
- (3) The University shall encourage the personnel referred to in the preceding subparagraph to participate in on- and off-campus training programs related to the handling of campus gender-related incidents, and shall grant official leave registration and provide funding subsidies.
- (4) Through multiple channels, the University shall publicly announce and disseminate the matters governed by these Key Points, and shall incorporate them into faculty/staff employment contracts and the student handbook. Key advocacy points include:

 1. Respect for gender diversity and individual differences: When engaging in on- or off-campus teaching and interpersonal interactions, the University’s faculty, staff, and students shall respect gender diversity and individual differences.
 2. No relationships that violate professional ethics may be developed:

 - (1) In sex- or gender-related interpersonal interactions, the University’s principal or faculty/staff shall not develop, with minor students, relationships that violate professional ethics, including those based on sexual conduct or romantic/emotional involvement.
 - (2) Where the University’s principal or faculty/staff, in the course of teaching, guidance, training, evaluation, management, counseling, or providing job opportunities to students, has an unequal power relationship with adult students due to position, knowledge, age, physical strength, status, ethnicity, or resources, they shall not develop, in sex- or gender-related interpersonal interactions, relationships that violate professional ethics, including those based on sexual conduct or romantic/emotional involvement.
 3. Where there is a risk of violating professional ethics, proactive recusal and reporting are required: If the University’s principal or faculty/staff discovers that their relationship with a student may violate the professional ethics described in the preceding two items, they shall proactively recuse themselves and report the matter to the GEE Committee, or to the Ministry of Education (in cases involving the principal), for handling.
 4. Respect for others’ and one’s own sexual and bodily autonomy: The University’s principal or faculty/staff shall respect others’ and their own sexual and bodily autonomy, avoid unwelcome

pursuit behaviors, and shall not use coercion or violence to address conflicts related to sex or gender.

- (5) The University shall encourage victims or whistleblowers of campus gender-related incidents to apply for an investigation or to make a report as early as possible, so as to facilitate evidence collection and investigation/handling.
- (6) The University shall collect information on the prevention of campus gender-related incidents and available remedies, and shall publicize such information by compiling a handbook or establishing a website, and shall proactively provide it to relevant persons when handling campus gender-related incidents. The information shall include the matters listed in Article 3, Paragraph 2 of the Regulations.

IV. The University shall implement the following campus safety planning measures for the prevention of campus gender-related incidents:

- (1) The Gender Equity Education Committee shall periodically review the use of campus sites and facilities, record the locations on campus where campus gender-related incidents have occurred, prepare a campus site review report, and, as needed, produce a campus safety map, so as to facilitate improvements to campus sites.
- (2) Each semester, the University shall review overall campus safety and, with reference to site layout, management and security, signage systems, emergency assistance systems and safe routes, lighting and visibility of spaces, and other safety-related factors, submit recommendations to the Office of General Affairs for planning and improvement.
- (3) The Office of General Affairs shall regularly hold briefings on campus site safety inspections, inviting professional space designers, faculty, staff, students, and other campus users to participate. Such briefings may be convened in an electronic meeting format, and the inspection results and relevant records shall be publicly announced. The University's progress in improving identified hazardous campus spaces shall be included in the Gender Equity Education Committee's semesterly work report.

The planning and review of campus spaces and facilities under the preceding subparagraph shall take into account the special needs arising from differences in students' physical/mental functioning or language and cultural backgrounds, and shall provide safety planning and explanatory methods that meet such needs. The scope shall include, without limitation, dormitories, bathroom facilities, and other related facilities established on campus.

V. Investigation Procedures for Campus Gender-Related Incidents

- (1) When a student of the University encounters a campus gender-related incident, the victim, the victim's legal representative, or the person who actually provides care (hereinafter the "Applicant"), as well as a reporting party (whistleblower), may apply for or file a report requesting an investigation. However, if the alleged perpetrator is the University President and is currently serving or has previously served in that role, the application for investigation shall be submitted to the Ministry of Education.
- (2) The Applicant or reporting party may submit an application for investigation or file a report with the Life Guidance Services Section, Office of Student Affairs in writing, verbally, or by email. Where submitted in writing, the Applicant may complete the "University Application/Report Form for Investigation of a Campus Gender-Related Incident." Where submitted verbally or by email, the Life Guidance Services Section shall prepare a written record, read it aloud to the Applicant/reporting party or allow them to review it, and, after

confirmation that the content is correct, obtain their signature or seal.

- (3) The written submission or the record made from a verbal statement or email shall include the following:
1. The name of the Applicant or reporting party, identification document number, workplace or school unit and job title, residence address, contact telephone number, and the date of the investigation request.
 2. Where the Applicant appoints an agent to apply for an investigation, a letter of authorization shall be attached, and the agent's name, identification document number, residence address, and contact telephone number shall be stated.
 3. Where the Applicant applies for an investigation, the victim's date of birth (year/month/day) shall be stated.
 4. The facts of the application/report. Any relevant evidence shall also be stated and/or attached and included in the case file.
- (4) Where the University becomes aware of a suspected campus gender-related incident involving any of the following circumstances, the Gender Equity Education Committee shall assess the incident's impact on students' right to education and campus safety, and, upon resolution at a committee meeting, initiate the investigation procedure in the form of a reported case, in order to ascertain the facts and take necessary measures to safeguard students' rights and campus safety:
1. Two or more victims.
 2. Two or more alleged perpetrators.
 3. The alleged perpetrator is the University President or a faculty/staff member.
 4. The case involves campus safety issues.
 5. Other circumstances where the Committee deems it necessary to initiate an investigation in the form of a reported case.
- (5) A campus gender-related incident reported by the media shall be treated as a report. The University shall proactively refer the matter to the Gender Equity Education Committee for investigation and handling. If the suspected victim is unwilling to cooperate with the investigation, the University shall still provide necessary counseling or assistance.
- (6) An application/report shall not be accepted where any of the following applies:
1. The matter does not fall within the scope of the Act or the Regulations.
 2. The Applicant or reporting party does not provide their real name.
 3. The same incident has already been fully handled.
- (7) If an application/report received is not within the University's jurisdiction, the University shall transfer the case to the competent authority within seven (7) working days, and notify the parties concerned.

VI. Response Mechanism for Handling Campus Gender-Related Incidents

- (1) When the University President, faculty member, staff member, or worker becomes aware of a suspected campus gender-related incident occurring at the University, they shall, in accordance with Article 22 of the Gender Equity Education Act, immediately report the matter in writing or via other communication methods to the University's responsible personnel. The designated staff of the Gender Equity Education Committee shall report to the competent social welfare authority, and campus security personnel shall report to the Ministry of Education's Campus Security Center. Such reporting shall be made no later than twenty-four (24) hours.
- (2) When making a report under the preceding subparagraph, except where investigation needs, considerations of public safety, or other special provisions of law require otherwise, the names of the parties concerned and reporting parties, or other information sufficient to identify them, shall be kept confidential.
- (3) The University designates the Life Guidance Services Section as the receiving unit for applications for investigation of campus gender-related incidents. In addition to assigning dedicated personnel to handle related administrative matters, relevant units of the University shall actively cooperate and provide assistance.
- (4) The Life Guidance Services Section shall inform the parties concerned and their legal representatives or actual caregivers of the rights they may assert and the available avenues of relief, and shall refer the matter to the Gender Equity Education Committee for review by the Prevention and Handling Group members. The case shall be accepted upon approval by a majority of the members present.
- (5) The Gender Equity Education Committee shall, within twenty (20) days after receiving an application for investigation or a reported case, notify the applicant, the victim, or the reporting party in writing whether the case is accepted.
- (6) Depending on the physical and mental condition of the parties concerned, the University shall, where necessary, proactively make referrals to relevant institutions, or provide the following assistance:
 1. Psychological counseling and guidance.
 2. Access to legal consultation.
 3. Academic assistance.
 4. Financial assistance.
 5. Other protective measures or assistance deemed necessary by the Gender Equity Education Committee.

Funding required for the above assistance may be covered by the University's dedicated funds for the prevention of campus gender-related incidents.

VII. Handling of Applications for Investigation Upon Receipt

- (1) A written notice of acceptance issued by the University shall state the relevant rights and interests of the applicant, the victim, or the reporting party. A written notice of non-acceptance shall state the reasons and inform the applicant, the victim, or the reporting party of the deadline for filing a reconsideration request and the unit responsible for accepting such request.

- (2) If the applicant, victim, or reporting party does not receive a notice within the time limit prescribed in Subparagraph (5) of Point 6 of these Key Points, or if they receive a notice of non-acceptance, they may, within twenty (20) days from the day following the non-acceptance notice, submit a written request for reconsideration stating the reasons to the Life Guidance Services Section. Where such request is made verbally, the Life Guidance Services Section shall prepare a written record, read it aloud to the applicant/victim/reporting party or allow them to review it, and, after confirmation that the content is correct, obtain their signature or seal.
- (3) A request for reconsideration of a non-acceptance decision under the preceding subparagraph may be made only once.
- (4) Upon receipt of a request for reconsideration, the Gender Equity Education Committee shall resubmit the application/report for discussion on whether to accept the case, and shall notify the person requesting reconsideration of the result in writing within twenty (20) days. Where the reconsideration is found to be justified, the Gender Equity Education Committee shall conduct an investigation and handle the matter in accordance with law.

VIII. When handling a campus gender-related incident, the Gender Equity Education Committee may establish an Investigation Team to conduct the investigation. The composition of the Investigation Team shall be as follows:

- (1) The Investigation Team shall, in principle, consist of three (3) or five (5) members.
- (2) Members of the Investigation Team shall possess gender equity awareness. Female members shall account for at least one-half (1/2) of the total membership. Experts and scholars with professional competence in investigating campus gender-related incidents shall account for at least one-third (1/3) of the membership. Where necessary, some or all members may be appointed from outside the University. However, where the alleged perpetrator is the University President, a faculty member, staff member, or worker, an Investigation Team shall be established and all members shall be appointed externally.
- (3) The experts and scholars with professional competence in investigating campus gender-related incidents referred to in the preceding subparagraph shall meet the qualifications set forth in Article 23 of the Regulations.
- (4) A person shall not serve as a member of the Investigation Team if any of the following applies:
 1. The person has been granted a deferred prosecution disposition that has become final, or has been found guilty by a final judgment, for offenses under the Criminal Code chapter on crimes against sexual autonomy, or the chapter on crimes relating to sexual privacy and false sexual images.
 2. The person has been found, through a lawful investigation or verification by a competent authority, to have violated the Gender Equity Education Act, the Gender Equality in Employment Act, the Sexual Harassment Prevention Act, the Stalking and Harassment Prevention Act, the Act for the Prevention of Sexual Exploitation of Children and Youths, or other gender equity-related laws and regulations.
- (5) Counselors for the parties concerned in a campus gender-related incident, the 主管 responsible for the Gender Equity Education Committee's administrative affairs, and case-handling personnel shall not serve as members of the Investigation Team. Personnel participating in the investigation and handling of campus gender-related incidents shall also recuse themselves from providing counseling services to the parties concerned.

- (6) Members serving on the Investigation Team shall be registered as on official duty, and transportation expenses or other related expenses shall be provided in accordance with applicable laws and regulations.
- (7) Where the parties to the incident are affiliated with different schools, the Investigation Team shall include a representative from the relevant school(s).

IX. When the Gender Equity Education Committee investigates and handles campus gender-related incidents, it shall proceed in accordance with the following:

- (1) Upholding the principles of objectivity, fairness, and professionalism, the Committee shall provide the parties concerned with full opportunities to present statements and defenses, and shall avoid repeated questioning. Except for members of the Investigation Team, no other personnel of the University may, under any name or pretext, inquire into or investigate the case. The University shall also not require the parties to submit self-statements or written undertakings/affidavits.
- (2) The Committee's investigation and handling shall not be affected by any judicial proceedings relating to the incident.
- (3) Where the Applicant withdraws the request for investigation, the Committee may, for the purpose of clarifying legal responsibilities, continue the investigation and handling upon a resolution of the Committee or upon request by the alleged perpetrator.
- (4) During the investigation, the alleged perpetrator, the Applicant, and any persons, units, or organizations invited to assist with the investigation shall cooperate and provide relevant information, and shall not evade, obstruct, or refuse.
- (5) The alleged perpetrator shall attend the investigation in person. Where a party is a minor, the party may be accompanied during the investigation by their legal representative or actual caregiver.
- (6) Where, pursuant to Article 33, Paragraph 4 of the Act, the parties are affiliated with different schools, and the victim, the victim's legal representative, or actual caregiver requests that the current school not be notified, and the Committee determines that notification is unnecessary, the Committee may refrain from notifying the current school to designate personnel to participate in the investigation.
- (7) Where a party holds a valid identification certificate for students with special education needs issued by the competent authority at any level, the Investigation Team shall include a member with special education expertise.
- (8) In the course of the investigation conducted in accordance with law, explanations may be provided as appropriate regarding relevant matters, handling methods, and principles.
- (9) Where the parties concerned, relevant personnel, or units are notified in writing to cooperate with the investigation and provide information, such notice shall state the purpose of the investigation, the time, the location, and the consequences of failure to appear.
- (10) The notice under the preceding subparagraph shall also state that the parties concerned shall not privately contact one another or disseminate information about the incident through the internet, messaging applications, or any other channels.
- (11) Where there is a power imbalance among the alleged perpetrator, the victim, the reporting party,

or any person invited to assist with the investigation, confrontation between them shall be avoided.

- (12) Where necessary for the investigation, written materials may be separately prepared, within the scope not violating confidentiality obligations, and provided for review by, or the substance thereof communicated to, the alleged perpetrator, the victim, or persons invited to assist with the investigation.
- (13) The investigation shall be completed within two (2) months after acceptance of an application/report. Where necessary, the period may be extended; extensions are limited to two (2) times, with each extension not exceeding one (1) month, and the Applicant, victim, reporting party, and alleged perpetrator shall be notified.
- (14) Upon completion of the investigation, a written investigation report and handling recommendations shall be submitted to the Committee. Findings of fact relating to campus gender-related incidents shall be based on the Committee's investigation report.
- (15) When notifying the alleged perpetrator, the Applicant, and the victim in writing of the handling outcome—stating the findings of fact, disposition measures, and disciplinary results—the University shall also provide the investigation report, and inform them of the deadline for requesting reconsideration and the unit responsible for accepting such request.
- (16) Any Committee member with a material conflict of interest with a party concerned shall recuse themselves.
- (17) Where a party applies to inspect, transcribe, photocopy, or photograph relevant materials or case files, such request shall be handled in accordance with the Administrative Procedure Act.
- (18) Records of interviews during the investigation may be supplemented by audio recording, and, where necessary, by video recording. The interview record shall be read aloud to the interviewee or made available for their review, and, after confirmation that the content is correct, shall be signed or sealed by the interviewee.

X. During the investigation process, the following confidentiality measures shall be observed:

- (1) All personnel responsible for investigating and handling campus gender-related incidents shall keep confidential the names of the parties concerned, reporting parties, and witnesses, as well as any other information sufficient to identify them, except where necessary for the investigation or based on considerations of public safety. Any person bound by confidentiality who discloses confidential information shall be subject to punishment under the Criminal Code or other applicable laws and regulations.
- (2) Original documents containing the names of the parties concerned, reporting parties, or witnesses shall be sealed and shall not be made available for inspection or provided to any person other than investigation or trial authorities. This restriction shall not apply where otherwise provided by law.
- (3) With the exception of the original documents, any documents separately prepared for external use by personnel investigating and handling campus gender-related incidents shall have the names of the parties concerned, reporting parties, and witnesses, as well as other identifying information, removed and replaced with codes.

XI. After receiving the investigation report from the Gender Equity Education Committee, the Life Guidance Services Section, Office of Student Affairs shall, within two (2) months, take the following necessary actions, and shall notify the applicant, victim, reporting party, and alleged perpetrator in writing of the

handling results, stating the facts and reasons:

- (1) If the investigation findings are substantiated, the University shall impose disciplinary action in accordance with relevant laws or regulations, or refer the alleged perpetrator to other competent authorities for disciplinary action. Where disciplinary measures are imposed for a campus gender-related incident, the alleged perpetrator shall be required to undergo psychological counseling and guidance, and may also be ordered to undertake one or more of the following measures:
 1. Apologize to the victim, with the consent of the victim, the victim's legal representative, or actual caregiver.
 2. Complete eight (8) hours of coursework related to gender equity education.
 3. Other measures consistent with educational purposes.
- (2) After resolution by the Gender Equity Education Committee, the measures set forth in the preceding subparagraph shall be referred to the relevant unit(s) for implementation. During implementation, necessary measures shall be adopted to ensure the alleged perpetrator's cooperation and compliance.
- (3) If it is verified that the applicant or reporting party made a false accusation, appropriate disciplinary action shall be taken against the applicant or reporting party in accordance with law.
- (4) Where other authorities have disciplinary jurisdiction under relevant laws or regulations, the alleged perpetrator shall be referred to the competent authority for disciplinary action.

The measures in the preceding paragraph shall be discussed and determined by the Gender Equity Education Committee, including the nature, method of implementation, period of implementation, and funding arrangements for the gender equity education-related courses. The nature of the measures, method and period of implementation, and the legal consequences of non-compliance shall be stated in the written notice of the handling results.

- XII. Where the handling recommendations in an investigation report involve a change to the alleged perpetrator's status, the Gender Equity Education Committee shall, with the investigation report approved by resolution of the Committee meeting attached, notify the alleged perpetrator to submit a written statement of opinions within a specified time limit.

If the alleged perpetrator fails to submit a written statement within the specified time limit under the preceding paragraph, it shall be deemed a waiver of the opportunity to present such opinions. Where a written statement is submitted, the Gender Equity Education Committee shall convene another meeting to review and consider the written statement. Except where a material defect in the investigation procedure is discovered, or where new facts or new evidence are found that are sufficient to affect the original findings, the Committee shall not conduct a reinvestigation.

When deliberating disciplinary action, the competent unit authorized to decide the disposition shall, except under the circumstances prescribed in Article 37, Paragraph 3 of the Act, neither request the Gender Equity Education Committee to reinvestigate nor conduct its own investigation.

Where relevant laws or regulations require that the alleged perpetrator be given an opportunity to present statements and defenses during the deliberation of disciplinary action under the preceding paragraph, the investigation report approved by the Gender Equity Education Committee shall be attached.

Before making a disciplinary decision as referred to in Paragraph 3, the competent unit shall notify the victim, the victim's legal representative, or actual caregiver to submit a statement of opinions within a specified time limit, either in writing or orally. Where an oral statement is made, the competent unit shall prepare a written record, read it aloud to the victim, the victim's legal representative, or actual caregiver or allow them to review it, and, after confirmation that the content is correct, obtain their signature or seal. Failure to submit a written statement within the specified time limit shall be deemed a waiver of the opportunity to present such opinions. Where a written statement is submitted, the competent unit authorized to decide the disposition shall review and consider the written statement.

XIII. If the applicant, the victim, or the alleged perpetrator disagrees with the handling outcome of a campus gender-related incident, they may, within thirty (30) days from the day following receipt of the written notice, file a request for reconsideration. However, where the alleged perpetrator is the University President, a teacher, staff member, or worker, the applicant or the victim may file the request for reconsideration directly with the Ministry of Education. The procedures are as follows:

- (1) A written request stating the reasons shall be submitted to the Life Guidance Services Section; only one request is permitted.
- (2) Where the request under the preceding subparagraph is made orally, the Life Guidance Services Section shall prepare a written record upon acceptance, read it aloud to the applicant, the victim, or the alleged perpetrator, or allow them to review it, and, after confirmation that the content is correct, obtain their signature or seal.
- (3) Upon receipt of the request for reconsideration, the Life Guidance Services Section shall immediately form a Review Panel, which shall render a reasoned decision within thirty (30) days, and notify the requester in writing of the reconsideration result.
- (4) The Review Panel under the preceding subparagraph shall include three (3) or five (5) members, comprising experts/scholars related to gender equity education and legal professionals. Among the panel members, female members shall account for at least one-half (1/2) of the total, and experts/scholars with professional competence in investigating campus gender-related incidents shall account for at least one-third (1/3) of the total.
- (5) Members of the original Gender Equity Education Committee and members of the original Investigation Team shall not serve as members of the Review Panel.
- (6) When the Review Panel convenes a meeting, the panel members shall elect a convener from among themselves, who shall preside over the meeting.
- (7) During the review meeting, the requester may be given an opportunity to present opinions as needed, and relevant members of the established Gender Equity Education Committee or members of the Investigation Team may be invited to attend and provide explanations.
- (8) Where the reconsideration is found to be justified, the review decision shall be notified to the relevant competent unit(s), which shall make a new decision accordingly.
- (9) Before the review decision under the preceding subparagraph is served on the requester, the requester may withdraw the request for reconsideration *mutatis mutandis* in accordance with Subparagraph (2) of this Point.

XIV. Where there are material defects in the investigation procedure, or where new facts or new evidence exist that are sufficient to affect the original findings, the University may request the Gender Equity Education Committee to conduct a reinvestigation. When the investigation procedure is reopened pursuant to the preceding paragraph, the Gender Equity Education Committee shall form a new

Investigation Team to conduct the reinvestigation.

- XV. If the applicant, the victim, or the alleged perpetrator disagrees with the reconsideration result, they may, within thirty (30) days from the day following receipt of the written notice, seek remedies in accordance with the following:
- (1) President / Teachers: In accordance with the Teachers' Act or other applicable laws and regulations.
 - (2) Staff appointed under the Civil Service Employment Act, and staff who, prior to the implementation of the Act Governing the Appointment of Educational Personnel on May 3, 1985, were not subject to civil service classification: In accordance with the Civil Service Protection Act.
 - (3) Students: File an appeal with their affiliated school in accordance with the applicable regulations.
- XVI. In order to safeguard the right to education or the right to work of the parties concerned in a campus gender-related incident, the University may, where necessary, take the following measures, which shall be implemented after approval by resolution of the Prevention and Handling Group of the Gender Equity Education Committee:
- (1) Handle the parties' attendance/leave records or performance/grade assessments flexibly, and actively assist with their studies or duties, without being restricted by regulations related to leave applications, teacher evaluations, or student academic evaluations.
 - (2) Respect the victim's wishes, reduce opportunities for interaction between the parties, and, upon the victim's request or where the Committee assesses that the incident affects students' right to education and campus safety, suspend the relationship between the parties in respect of teaching, guidance, training, evaluation, management, counseling, or providing job opportunities to students, or order the alleged perpetrator to recuse themselves.
 - (3) Take necessary measures to prevent retaliation.
 - (4) Prevent or reduce the likelihood that the alleged perpetrator will reoffend.
 - (5) Other measures deemed necessary by the Gender Equity Education Committee.
- XVII. After the handling of a campus gender-related incident has been completed, the University may, with the consent of the victim, the victim's legal representative, or actual caregiver, publicly announce whether the incident occurred, its type, and the manner of handling. However, the University shall not disclose the names of the parties concerned or other information sufficient to identify them.
- XVIII. The establishment of files and reporting for campus gender-related incidents shall be handled as follows:
- (1) The Office of Student Affairs shall establish case files and related records for campus gender-related incidents. A designated unit or person appointed by the Gender Equity Education Committee shall retain such records for twenty-five (25) years. Where records are stored in electronic media, electronic signatures or encryption may be adopted where necessary.
 - (2) In accordance with Article 34, Paragraphs 3 and 4 of the Regulations, the file records shall be kept separately as original files and report files. Original files shall be archived and retained as confidential documents.
 - (3) Where the alleged perpetrator is a student and transfers to another school, if the University deems follow-up counseling necessary, it shall, within one (1) month after becoming aware of the transfer, report to the school at which the alleged perpetrator will next enroll.

- (4) Where the alleged perpetrator is not a student and transfers to serve at another school, the University shall conduct follow-up counseling and shall report to the school at which the alleged perpetrator will next serve.
 - (5) The report content shall be limited to the time and type of the campus gender-related incident that has been verified as substantiated, as well as the alleged perpetrator's name and job title or student registration information. Based on actual needs, the University shall also provide the next school of enrollment/service with counseling, prevention education, or other disposition measures, and any other necessary information.
 - (6) After the University receives a notification from another school regarding a campus gender-related incident pursuant to Article 28 of the Act, it shall implement necessary follow-up counseling for the alleged perpetrator. Without justifiable reasons, the University shall not publish the alleged perpetrator's name or other information sufficient to identify them.
- XIX. The University's appointment and employment of educational personnel, and the recruitment, engagement, or utilization of other personnel, shall be handled in accordance with Article 29 of the Act.
- XX. All expenses required for promoting the prevention of campus gender-related incidents shall be covered by the University's relevant budgets.
- XXI. These Key Points shall take effect upon approval by the Gender Equity Education Committee and the University Council Meeting, and promulgation accordingly.