

National Pingtung University Regulations for the Prevention of Sexual Assault, Sexual Harassment, and Sexual Bullying

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Amended Apr 25, 2019, in the 50th NPTU administrative meeting.
Amended May 27, 2019, in the university affairs meeting held in the 2nd semester of the 2018-19 academic year.

Chapter 1 General Principles

- Article 1 In order to maintain a harmonious campus environment, uphold the rights of students to receive an education, and provide faculty, staff, and students with a safe learning and work environment free of sexual assault, sexual harassment, and sexual bullying, National Pingtung University instituted the Regulations for the Prevention of Sexual Assault, Sexual Harassment, and Sexual Bullying (hereinafter referred to as ‘these Regulations’) in accordance with Article 20, paragraph 2, of the Gender Equity Education Act (hereinafter referred to as ‘the Equity Act’) and Article 34 of the Guidelines for the Prevention of Sexual Assault, Sexual Harassment, and Sexual Bullying on Campus.
- Article 2 In accordance with the Equity Act, NPTU has set up a Gender Equity Education Committee (hereinafter referred to as ‘the Equity Committee’), which is responsible for the overall planning and assignment of work tasks related to the prevention of sexual assault, sexual harassment, and sexual bullying. It also oversees the relevant units as they select dates each year to hold related educational and promotional activities for faculty, staff, and

students; supervises in-service further learning activities for relevant personnel; emphasizes issues related to gender equality, and is responsible for investigating and handling incidents of campus-based sexual assault, sexual harassment, and sexual bullying.

Article 3 To promote education for the prevention of campus-based sexual assault, sexual harassment, and sexual bullying, and to raise the level of respect faculty, staff, and students have for the sexual and physical autonomy of themselves and others, NPTU should actively adopt the following measures:

1. Hold an activity each year that educates and guides faculty, staff, and students on the importance of preventing sexual assault, sexual harassment, and sexual bullying on campus, and then evaluate the effectiveness of such an activity.
2. Organize related in-service learning activities each year for members of the Equity Committee as well as personnel from units responsible for handling campus-based incidents of sexual assault, sexual harassment, or sexual bullying.
3. Encourage the above-mentioned personnel to take part in workshops or other learning activities, either internally or externally, that teach them how to handle campus-based incidents of sexual assault, sexual harassment, or sexual bullying, and subsidize participation in such events by registering them as ‘official business’ or through the allocation of subsidy grants.
4. Use a variety of methods to widely disseminate the rules set out in these Regulations, and publish them in the initial employment contract for faculty and staff, as well as the Student Handbook.
5. Assist victims of campus-based sexual assault, sexual harassment, or sexual bullying incidents, or the individual reporting the incident (the ‘Reporting Individual’), to apply for an investigation or file a report as early as possible, thus facilitating the gathering of evidence and subsequent investigation.

Chapter 2 Planning for Campus Safety

Article 4 To prevent campus-based sexual assault, sexual harassment, and sexual bullying, the Office of General Affairs should work concertedly with relevant units to regularly inspect overall campus safety, and review the use of campus spaces and facilities. This includes reviewing the configuration of campus spaces, campus management and security, its signage systems, emergency help systems and safety routes, lighting, transparency of campus areas, and other elements related to the safety of campus spaces. It should also make a record of all spaces on campus in

which sexual assault, sexual harassment, and sexual bullying have occurred, and use this to compose a visual report of all campus spaces, as well as an illustrative map of the dangerous areas on campus if necessary, with the objective of improving the safety of campus spaces.

The Office of General Affairs should regularly hold seminars to review the safety of campus spaces, bringing together participants such as professional designers, as well as faculty, staff, students, and other people who use the campus environment. During the seminars, the findings of the review mentioned in the previous paragraph should be presented, along with review reports, related records, and updates on improvements made to dangerous areas of the campus.

Chapter 3 Items of Note Regarding Internal and External Instruction and Interpersonal Interaction

Article 5 When providing instruction or interacting with others inside or outside the university, faculty, staff, and students should respect gender diversity and individual differences.

Article 6 When delivering instruction, guidance, training, evaluation, discipline, and counselling, or when providing students with job opportunities, faculty are prohibited from developing relations with students that violate professional ethics with regards to sexual or gender-based interaction.

If a faculty member discovers that their relationship with a student has violated the professional ethical considerations mentioned in the previous paragraph, they should actively avoid the student in question.

Article 7 NPTU faculty, staff, and students should respect their own sexual and physical autonomy, as well as that of others. The following behaviors are prohibited:

1. Unwelcome advances or attempts at courtship.
2. The use of forcible or violent measures to handle conflicts related to sex or gender.
3. Other behaviors that violate conventions of friendly interaction.

Chapter 4 Definition and Forms of Sexual Assault, Sexual Harassment, and Sexual Bullying

Article 8 In addition to the definitions provided in criminal law, civil law, and the laws stipulated in the Sexual Assault Crime Prevention Act, the terms ‘sexual assault,’ ‘sexual harassment,’ and ‘sexual bullying,’ as used in these Regulations, refer to the scenarios outlined in Article 2 of the Equity Act.

Article 9 The campus-based sexual assault, sexual harassment, and sexual bullying

incidents referred to in these Regulations include incidents that occur at other universities, and the terms ‘faculty,’ ‘staff,’ and ‘students’ are defined below:

1. Faculty: refers to full-time faculty, project faculty, part-time faculty, full-time substitute faculty, part-time substitute faculty, nursing faculty, military instructors, and any other personnel who carry out or partake in instruction, research, or educational internships.
2. Staff: refers to NPTU personnel other than ‘faculty’ (described in the subparagraph above) who perform administrative tasks, general office matters, and other fixed or regular work items.
3. Students: refers to people with student status who are studying or undertaking further or continuing education programs, as well as intern or exchange students who are receiving guidance from NPTU.

Chapter 5 Mechanisms and Procedures for Handling Sexual Assault, Sexual Harassment, or Sexual Bullying

Article 10 With regard to incidents of sexual assault, sexual harassment, or sexual bullying, the victim or the victim's legal representative (hereinafter referred to as ‘the Applicant’), or the individual who wishes to report the incident (the ‘Reporting Individual’), may contact the school at which the suspected offender served or attended at the time the incident occurred and, in writing, apply to have the incident investigated or report the incident, with the exception of the two following situations:

1. If the suspected perpetrator holds the head position at the school, such as the principal or the president, the application should be sent to the competent authority to which the school belongs.
2. If the incident occurred at a school where the suspected perpetrator works part-time, the application should be submitted to that school.

After receiving an application for investigation or a filed report, if NPTU finds that the incident does not lie within its jurisdiction, it must send the case to the responsible body within 7 days of its receipt.

Article 11 If the president of NPTU, the faculty, staff, or maintenance workers hear of a suspected incident involving campus-based sexual assault, sexual harassment, or sexual bullying, they should immediately notify the NPTU Military Education and Campus Security Report Center (the ‘Campus Security Center’) in accordance with Article 21, paragraph 1, of the Equity Act and the provisions laid out in these Regulations. Upon receiving notice of a suspected incident of campus-based sexual assault, sexual harassment, or sexual bullying, the Campus Security Center should immediately lodge a report with the Pingtung County Government's social affairs division and the Ministry of Education in

accordance with related laws and regulations within 24 hours (no longer than 24 hours from initially learning of the case to submitting the completed report). If the student involved has clearly stated that they are only willing to accept the guidance or assistance of teaching or counseling personnel, the Campus Security Center should still inform the executive secretary of the Equity Committee about the incident.

Out of consideration for the safety of those involved, when submitting the report described in the previous paragraph, the names of involved parties and the Reporting Individual, as well as other information that could be used to identify such parties, should remain confidential, except when the information is required to conduct an investigation.

If the NPTU president, faculty, staff, or maintenance workers violate the regulation set forth in Article 21, paragraph 1, of the Gender Equity Education Act regarding the reporting of suspected campus sexual assault incidents, and because of this an additional sexual assault incident occurs; or if they forge, alter, destroy, or conceal evidence of campus-based sexual assault incidents committed by others, the ensuing sanction should be the termination of their employment contract or their dismissal in accordance with related laws.

Personnel who violate the obligations stipulated in the previous paragraph should be prosecuted according to the law.

Article 12

When students file complaints of sexual assault, sexual harassment, or sexual bullying, the NPTU administrative body that receives the complaint is the Office of Student Affairs. Apart from cases described in Article 14 of these Regulations, which lay out reasons for not processing certain cases, when the Office of Student Affairs receives complaints of campus-based sexual assault, sexual harassment, or sexual bullying at NPTU (or hears about them via news broadcasts), the case is immediately taken up by the Campus Security Center, which, in accordance with related laws, lodges a report with the Ministry of Education and the social affairs division of the Pingtung County Government within 24 hours, and submits a copy of the report to the appropriate contact person at the Office of Student Affairs. Within three working days of receiving the report, the Office of Student Affairs shall forward it – along with any evidence submitted by the Applicant or the Reporting Individual – to the Equity Committee for further investigation. After the Equity Committee receives an application to investigate a case or a report of an incident, it must (within 20 days) provide the Applicant or the Reporting Individual with written notification stating whether it will process the case.

If the Equity Committee decides to process the application and investigate the incident, it may set up an investigative team to look into the matter further. While investigating the case, if the investigative team discovers that the suspected offender is simultaneously involved in another case, the question of whether to merge the cases under one single investigation shall be decided in an Equity Committee resolution. The establishment of the above-mentioned investigative team must be carried out in accordance with Article 15 of these Regulations.

The Equity Committee should assign a designated member to deal with related administrative matters, and the relevant NPTU units or divisions should cooperate and provide assistance.

When handling sexual harassment incidents covered under the Sexual Harassment Prevention Act or the Gender Equality in Employment Act, NPTU shall commission the Equity Committee to investigate and handle the incident based on related regulations in the Sexual Harassment Prevention Act and the Gender Equality in Employment Act respectively.

The matters mentioned in the second paragraph (whether or not to process the case), the third paragraph (whether or not to set up an investigative team, deciding on a list of members for the team, and deciding whether to merge separate case investigations) and the fifth paragraph (whether or not to commission an investigation) may be determined by a 'preliminary review team' comprising three or more Equity Committee members. The team may also determine the rights guaranteed to parties involved in the incident, as well as other assistive measures it deems necessary, and provide suggestions for crisis handling.

Article 13

The Applicant or the Reporting Individual in sexual assault, sexual harassment, or sexual bullying incidents may file a written application to have the incident investigated. However, in cases where a verbal statement is provided, the unit processing the complaint should create a written transcript of the statement and read the content of the transcript back to the Applicant or Reporting Individual, or have them browse over it themselves. Once they have confirmed that there are no errors, they must sign the document or stamp it with a personal seal. The format of the application forms for incident investigations shall be finalized by the Equity Committee before being published and used.

The above-mentioned written submission or the transcript of the verbal statement should contain the following details:

1. The Applicant's or Reporting Individual's name, national identification

number, date of birth, the department or administrative unit under which they study or work, and their job title, as well as their residential address, contact number, and the date on which they applied for an investigation.

2. If the Applicant appoints an agent to apply for an investigation on their behalf, a power of attorney should be attached and should contain the following details: the agent's name, national identification number, residential address, and contact number. The format of the power of attorney shall be finalized by the Equity Committee before being published and used.
3. The facts of the case for which the application or report has been filed. Any related evidence should be recorded within or appended to the application or report.

Article 14

If any one of the following factors is present, applications to have an incident investigated will not be processed:

1. The incident is not included among the list of items stipulated in the Equity Act.
2. The Applicant or Reporting Individual did not provide a real name.
3. The incident has already been handled and resolved.

When informing the Applicant or Reporting Individual that their application will not be processed, the written notification should clearly state the grounds for rejecting the application, along with the time limit for lodging appeals and the unit that processes such appeals.

The Applicant or Reporting Individual may submit a written appeal, stating the grounds for appeal, to the Equity Committee: a) within 20 days from the day after receiving notice that their application was rejected; or b) if they did not receive notification of a result within 20 days of filing a report. In cases where a verbal statement is provided, the Equity Committee should create a written transcript of the statement and read the content of the transcript back to the Applicant or Reporting Individual, or have them browse over it themselves. Once they have confirmed that there are no errors, they must sign the document or stamp it with a personal seal. The format of the appeal form should be finalized by the Equity Committee before being published and used.

Appeals for rejected applications (described above) can only be made once.

After receiving a notice of appeal, the Equity Committee should inform the appellant of the appeal outcome in writing within 20 days of receiving the appeal notice. Those who clearly have legitimate grounds for appeal should still file an appeal application by submitting related

information to the Equity Committee.

Article 15

After accepting an application to investigate an incident, the Equity Commission may set up an investigative team to handle the investigation. In principle, the investigative team should consist of either 3 or 5 members. In accordance with Article 30, paragraph 3, of the Equity Act, the team should comprise members with a keen awareness of gender equality, and female members should constitute at least 50 percent of overall membership. If necessary, external personnel can be hired to make up a portion of the team. At least one-third of team members should be experts or scholars who possess professional expertise in investigating sexual assault, sexual harassment, and sexual bullying incidents. If the parties involved in an incident attend or serve at separate schools, a representative from the Applicant's school should be included in the investigative team. Guidance counselors working with parties involved in campus-based sexual assault, sexual harassment, or sexual bullying incidents should excuse themselves from working on related investigations. Conversely, personnel involved in investigating or handling campus-based sexual assault or harassment incidents should avoid providing counseling to the parties involved in the incident. Related personnel who may have an interest in or bias toward the case should avoid partaking in any investigative or counseling work related to the case.

Work carried out by members of the investigative team should be registered as 'official business' by NPTU or the relevant competent authority, and such members should receive grants for transportation fees or other related expenses according to law or based on NPTU regulations.

Article 16

The experts or scholars referred to in these Regulations, who possess professional expertise in investigating sexual assault, sexual harassment, and sexual bullying incidents, should fulfill one of the following eligibility criteria:

1. Possesses a 'Completion of Training' certificate in campus-based sexual assault, sexual harassment, or sexual bullying investigative knowledge training issued by a central, municipal, or county (city) governing authority; and has been listed in a personnel bank for professional investigators. The personnel bank needs to have been approved by a Gender Equity Education Committee set up under a central, municipal, or county (city) governing authority.
2. Has achieved concrete results handling campus-based incidents of sexual assault, sexual harassment, or sexual bullying and has been

listed in a personnel bank for professional investigators. The personnel bank needs to have been approved by a Gender Equity Education Committee set up by a central, municipal, or county (city) governing authority.

Article 17

The Equity Committee should investigate and handle campus-based incidents of sexual assault, sexual harassment, or sexual bullying in accordance with the following stipulations:

1. If any of the parties involved are minors, they must be accompanied by a legal representative while being questioned during the investigation.
2. If there is a significant disparity in the status or power held by the suspected offender, the victim, the Reporting Individual, or the witnesses, steps should be taken to ensure these separate parties do not have direct contact. If necessary, and without breaching the bounds of privacy obligations, messages or statements by certain parties can be rendered into written format and the suspected offender, the victim, or personnel invited to assist in the investigation can read through it themselves or be apprised as to the main points of the message.
3. If the Applicant rescinds their application to have an incident investigated, the Equity Committee may nevertheless continue its investigation. The format of the application form for retractions shall be finalized by the Equity Committee before being published and used.

Article 18

When it comes to campus-based incidents of sexual assault, sexual harassment, or sexual bullying, the names of the parties involved, the Reporting Individual, and witnesses, or other information sufficient to identify these parties, should be kept confidential by NPTU, except when necessary for the purpose of an investigation or due to public safety considerations.

All personnel responsible for dealing with campus-based incidents of sexual assault, sexual harassment, or sexual bullying are tasked with keeping the above-mentioned information confidential.

If personnel responsible for the handling of confidential information – as described in the previous two paragraphs – are found leaking such information, they should be dealt with in accordance with the Criminal Code and other related regulations.

The Equity Committee should seal and archive all original documents carrying the names of the parties involved, the Reporting Individual, and any witnesses. Such documents shall not be given to individuals

unrelated to the investigation or the trial, unless otherwise stipulated by law. Aside from the original case documents, when personnel investigating or handling campus-based sexual assault, sexual harassment, or sexual bullying incidents compose new documents pertaining to the case, any mention of the real names of parties involved, the Reporting Individual, or witnesses, or other information sufficient to identify these parties, should be deleted and replaced with code words.

Article 19 The Equity Committee's investigation and handling of a particular incident shall not be influenced by the court's decision of whether to move ahead with judicial procedures, or the results of such procedures. The investigation mentioned above shall not be terminated if the suspected offender loses their original work or student status. If the Applicant, however, requests a temporary suspension of the investigation due to considerations related to their individual rights, the Equity Committee will make a decision based on the situation at hand.

Article 20 NPTU shall accept the investigation report delivered by the Equity Committee as the factual basis for campus-based incidents of sexual assault, sexual harassment, or sexual bullying. If the penalties proposed in the Equity Committee's investigation report adversely impact the offender's work or student status, the offender should be given the chance to offer a written statement of opinion.

The above-mentioned written statement of opinion shall be checked by the Equity Committee. Unless it contains new factual evidence showing significant flaws in the investigation or sufficient proof to affect the findings of the original investigation, the offender is not permitted to request a reinvestigation.

Article 21 If the investigation conducted by the Equity Committee confirms the allegations made in a campus-based incident of sexual assault, sexual harassment, or sexual bullying, the situation should be handled in accordance with related laws and regulations. If the related laws and regulations designate a specific authority to handle such punishments, the case should be turned over to and handled by the relevant authorities. If the Equity Committee can prove that a false complaint or a false accusation was made, the Applicant or Reporting Individual should be dealt with appropriately according to the law. If the person in question is a student, they will be dealt with by the Office of Student Affairs. Faculty, on the other hand, are dealt with by the NPTU faculty review committee, while staff are dealt with by either the Office of Human Resources or the Office of General Affairs respectively in accordance with related regulations.

Article 22

In more serious cases of campus-based sexual assault, sexual harassment, or sexual bullying, in addition to imposing punishments based on related laws and regulations, NPTU or the relevant authority should also order the offender to undergo counseling and carry out one or more of the following measures in accordance with Article 25 of the Equity Act:

1. Apologize to the victim after gaining consent from the victim or the victim's legal representative.
2. Undergo 8 hours of gender equity education courses or seminars (hereinafter referred to as 'Equity Courses').
3. Any other measures that fulfill the goal of providing education.

In less severe cases of campus-based sexual assault, sexual harassment, or sexual bullying, NPTU or the relevant authority may move to simply impose one of the lighter measures listed above as a necessary step.

If the punishment enforced in the first paragraph of this Article adversely affects the work or student status of the offender, the offender should be given the chance to offer a written statement of opinion.

Disciplinary measures applied in less severe cases, as described in the second paragraph of this Article, should be enforced by the responsible authority, which should take the necessary steps to ensure compliance by the offender. When the authority responsible for enforcing such measures is NPTU, the second of the three measures outlined above shall be implemented in the following way:

1. In principle, with the exception of situations where the offender is assigned to a specific teacher by the Equity Committee and provided Equity Courses within the university, the offender shall choose an instructor and enroll in the class by themselves. Their choice is not limited to courses within the school. However, before enrolling, they must first submit the course details to the NPTU Equity Committee. The Committee will then appoint three or more members to form a specialized team (comprised of the same members as the preliminary review team) to evaluate the submitted information, and if it deems this information as comporting to the spirit of gender equity education or the course objectives recommended by the Equity Committee, the offender may proceed to enrol in the course. The offender must subsequently notify the Equity Committee of the result of the enrollment application. If necessary, while selecting courses within the university, the offender may ask related administrative units to assist with enrollment.
2. The offender should complete the mandated number of course hours.
3. On the day the offender attends an Equity Course within NPTU, they

must complete a Learning Feedback Form and actively inform the instructor prior to class of the need for the instructor to fill in an assessment form and sign it after class. The instructor must then fill in the assessment form, add their signature, and return the Learning Feedback Form to the Equity Committee for review within the time frame set by the Equity Committee. If the offender attends an Equity Course external to NPTU, they must also complete a Learning Feedback Form and actively inform the instructor prior to class of the need for the instructor to provide their signature following class. However, external instructors are not required to fill in an assessment form. Instead, the offender should themselves submit the Learning Feedback Form to the Equity Committee for review within the time frame set by the Equity Committee. The format of the Learning Feedback Form should be finalized by the Equity Committee before being published and used.

4. After obtaining a certificate of course completion for the required number of hours, the offender must submit all certification to the NPTU Equity Committee for review within the time frame set by the Equity Committee. If the overall assessment grade in the Learning Feedback Form is marked as "unsatisfactory," the NPTU Equity Committee may order the offender to take the course again.

Chapter 6 Appeals and Remedial Procedures in Sexual Assault, Sexual Harassment, or Sexual Bullying Cases

Article 23 When providing the Applicant and suspected offender with written notice of the results of sexual assault, sexual harassment, or sexual bullying investigations, the investigation report, along with details pertaining to time limits for filing appeals, and the administrative unit that processes such appeals, should also be included in the notification.

If the Applicant or suspected offender are dissatisfied with the result of the investigation, they may submit a written appeal, stating the grounds for appeal, to the responsible administrative unit within 20 days from the day after receiving written notice of the investigation results. In cases where a verbal statement is provided, the responsible office or division should create a written transcript of the statement and read the content of the statement back to the Applicant or suspected offender, or have them browse over it themselves. Once they have confirmed that it contains no errors, they must sign the document or stamp it with a personal seal. The format of the appeal form should be finalized by the Equity Committee before being published and used.

The administrative units that process the appeal mentioned in the

previous paragraph are the offices and divisions that handle gender equity issues at NPTU.

When the responsible unit receives a request for an appeal, as outlined above, it should process the appeal based on the following procedures:

1. It should immediately set up a review team, which should in turn deliver a decision, stating relevant reasons, and provide the appellant with written notification of the appeal result within 30 days.
2. The review team mentioned in the previous point should consist of either three or five experts or scholars in the field of gender equity education, or professional legal personnel. Female members should make up at least 50 percent of the team, while experts or scholars who possess professional expertise in investigating sexual assault, sexual harassment, or sexual bullying incidents should account for at least one-third of its members.
3. Members of the Equity Committee or the original investigative team cannot serve on the review team.
4. When the review team convenes a meeting, the members must nominate a convener, who shall then host the meeting.
5. If necessary, during a review team meeting the appellant may be given a chance to provide a statement, and relevant Equity Committee personnel or investigative team members may be invited to offer relevant explanations.
6. If the appeal is upheld, the appeal decision must be submitted to the responsible administrative unit, which may then re-consider the original decision.
7. Before the appeal decision (described in the above point) is delivered to the appellant, the appellant may rescind an appeal. If an appellant rescinds an appeal, they may not file another appeal for the same incident.

Article 24

When necessary, to ensure that parties involved in campus-based incidents of sexual assault, sexual harassment, or sexual bullying maintain their right to receive an education or continue their employment, NPTU may adopt the following measures:

1. Grant parties involved extra leeway regarding work attendance or assessment of academic grades, and provide such people with ample assistance in their academic or work-based obligations.
2. Out of respect for the victim's wishes, minimize the opportunities for interaction between involved parties.
3. Take the necessary precautions to avoid any acts of retribution from occurring.

4. Try to reduce the chances of the suspected offender committing a further offense.

5. Any other measures the Equity Committee deems necessary.

The necessary measures outlined in the previous two points shall only be enforced after a resolution to such effect has been passed by the Equity Committee.

Article 25

In accordance with regulations in the Equity Act, NPTU has compiled archival data on campus-based sexual assault, sexual harassment, sexual bullying, and relevant offenders, which it keeps filed and stored as confidential information.

The archival data mentioned above can be divided into two categories: original files and report files. Original files should remain confidential and include the following data:

1. The time of occurrence and the form the incident took.
2. The relevant parties involved (including the Reporting Individual, the victim, and the offender).
3. Personnel handling the incident, procedures, and records.
4. Documents compiled while handling the incident, evidence obtained, and all other related information.
5. The offender's name, job title or student ID, family background, and so on.

Report files, on the other hand, should comprise the following data:

1. The incident's time of occurrence, the form it took, and each of the parties involved, to be represented using code names.
2. The processes involved while handling the incident and its results.

If a student offender transfers to another school and NPTU feels there is a need for supervision and counseling, it should issue a report to the school in question within a month of finding out about it. If a non-student offender transfers to another school, NPTU should provide supervision and counseling, and issue a report to the school in question. The content of the report should include only the time of the sexual assault or sexual harassment incident, verified in the incident investigation, as well as the form it took, and the offender's name and job title or student ID.

Article 26

In accordance with the procedures for issuing reports outlined in Article 11, due to safety considerations, the names of the parties involved or the Reporting Individual, as well as other information sufficient to identify them, should remain confidential, except when it is necessary for the purpose of an investigation.

Article 27

Depending on the physical and psychological condition of the parties

involved, NPTU should refer such parties to any relevant institutions, and provide them with the necessary assistance, while at the same time continuing to investigate the incident in accordance with the Equity Act.

Article 28

When necessary, NPTU should provide the parties involved with the following forms of assistance:

1. Psychological guidance and counseling.
2. Avenues for seeking legal counseling.
3. Assistance with coursework.
4. Financial assistance.
5. Other forms of assistance deemed necessary by the Equity Committee.

Article 28-1

If the victim is an NPTU faculty member, staff member, or student, and requires legal counseling during the course of the investigation, they should contact the relevant administrative offices and arrange for a consultation (free of charge) with NPTU's legal consultants. These legal consultants, however, may refuse the consultation if there are legitimate reasons for such refusal.

If the victim is an NPTU student and is refused legal consultation as described in the previous paragraph, yet requires legal counseling during the course of the investigation, they may apply to the Equity Committee for a legal fee subsidy within two months of paying for legal fees (from the time the receipt was written) by submitting an application form and the original receipt for the legal counseling fees to the Equity Committee. The subsidy will be granted after the application has been reviewed and approved by the Equity Committee. Late subsidy applications will not be accepted. The format of the application form shall be finalized by the Equity Committee before being published and used. The specific purpose and payout amount of the subsidy mentioned above are as follows:

1. Purpose of subsidy: Legal counseling sought during the course of the investigation.
2. Payout amount: Maximum NT \$8,000 per case.

The phrase "During the course of the investigation," used in the first and second paragraphs, and in point number one (above), refers to the period of time in which the responsible unit conducts an investigation after the Gender Equity Education Committee, set up by the school or a competent authority, decides to accept the case.

Those who have already received a similar type of subsidy in accordance with other laws and regulations are not allowed to apply for a second such subsidy. When it comes to subsidies that have already been approved of and awarded under these Regulations, under the following

circumstances, and based on the severity of such circumstances, the University shall suspend the award of the subsidy, either in part or in full, and recover the subsidy amount already paid out, either in part or in full.

1. The recipient provided false information or did not provide a complete account of important matters.
2. The recipient obtained the subsidy through fraudulent or other illegitimate means.

In circumstances (described above) where payments made should be recovered, NPTU shall provide the recipient with written notification of the deadline for returning the subsidy payment. For those who fail to make payment by the stipulated deadline, the rendering of payment will be enforced by law. If the actions of the person in question constitute a criminal liability, they will be dealt with by the appropriate judicial authorities.

Article 29 If the Applicant or suspected offender are dissatisfied with the result of the appeal administered by NPTU, they may apply for recourse in accordance with Article 34 of the Equity Act within 30 days from the day after they receive written notification of the result.

Article 30 NPTU shall accept the investigation report delivered by the Equity Committee as the factual basis for incidents related to these Regulations.

Article 31 All administrative units should continue to monitor the cases described in these Regulations to ensure the conclusions reached during the investigation are effectively carried out.

Chapter 7 Supplementary Provisions

Article 32 The funds required for the implementation of these regulations are to be designated by the Equity Committee.

Article 33 Any matters not stipulated in these Regulations will be handled in accordance with related laws and regulations.

Article 34 These regulations will take effect after being passed in a Gender Equity Education Committee meeting, an NPTU administrative meeting, and a university affairs meeting.

**Responsible administrative unit: NPTU Executive Secretary Office of the
Gender Equity Education Committee.**