Gender Equity Education Advocacy

at Yunlin University of Science and Technology

What are Gender-related incidents on campus?

In Taiwan, faculty and staff members must obey the **Gender Equity Education Act**. A gender-related incident on campus is defined as an incident where one party is a school principal, teacher, staff member, worker, or student, and the other party is a student, meeting one of the following conditions:

1. Sexual Harassment

Engaging in unwelcome sex- or gender-related speech or behavior, whether explicit or implied, which adversely **affects** the other party's personal dignity, learning, or work opportunities or performance.

Examples of Sexual Harassment:

- **Language Harassment:** Includes sexual content, gender bias, or discriminatory attitudes. Examples: terms like “big boobs” or “sissy,” and speech that insults or denigrates other genders.
- **Physical Harassment:** Any physical actions that make the other person feel disrespected and uncomfortable. Examples: lifting skirts, deliberately touching someone’s body, peeping, or secretly taking photos/videos.
- **Visual Harassment:** Displaying explicit sexual images, posters, or flyers that demean any gender. Examples: spreading sexually suggestive images online.
- **Quid Pro Quo:** Demanding that someone **agree** to sexual services as a means of exchanging benefits (e.g., a teacher asking a student for a date in exchange for better grades).

2. Sexual Bullying

Includes ridicule, attacks, or threats directed at another person’s gender characteristics, gender temperaments, sexual orientation, or gender identity through verbal, physical, or other forms of violence.

3. Violations of Professional Ethical Standards

Cases where a principal or faculty member develops an intimate relationship with an underage student, or exploits an unequal power relationship (during teaching, guidance, or counseling) to develop a relationship based on sexual behavior or emotions.

Friendly Reminders:

- **Menstrual Leave:** This is an exclusive right. Women have menstrual leave once a month. Teachers are reminded to pay special attention to this when calculating absences.
- **Professional Boundaries:**
    - According to the *Regulations Governing Prevention of Gender-Related Incidents on Campuses*, faculty members are **not permitted** to develop sexual or emotional relationships with students where an unequal power relationship exists.
    - Discussions with students should be held in **public places**. Avoid being alone in closed or locked offices.
    - Avoid physical contact **with** students and do not excessively engage with specific students on social media.
- **Gender Neutrality:** Anyone (male or female) can be a victim of sexual harassment. If someone makes you feel uncomfortable, you should tell the person responsible to stop!
- **Respect Gender Diversity:** When teaching, conducting activities, or engaging in interpersonal interactions, both on and off campus, we shall respect gender diversity and eliminate gender discrimination.

I have read and understand the contents of this form.

Signature:

Date: (YYYY/MM/DD) _____/____/____