

Taipei Medical University Regulations Governing the Establishment of the Gender Equality in Employment and Sexual Harassment Prevention Committee

Established and approved in the Academic Affairs Meeting on May 28, 2025.
Amended as per Order Bei-Yi-Xiao-Mi-Zi No. 1141200108 on June 5, 2025, with a total of 9 articles.

Article I (Purpose)

For the purpose of safeguarding gender equality in employment rights, promoting substantive equality between the sexes, preventing sexual harassment, and protecting the rights and interests of victims, Taipei Medical University hereby establishes the Taipei Medical University Gender Equality in Employment and Sexual Harassment Prevention Committee (hereinafter referred to as the “Committee”), and promulgates the Taipei Medical University Regulations Governing the Establishment of the Gender Equality in Employment and Sexual Harassment Prevention Committee.

Article II (Duties)

The duties of the Committee are as follows:

1. To establish and publicly announce a designated contact for the filing and management of complaints regarding gender equality in employment and sexual harassment involving faculty and staff.
2. To plan and implement education and training programs on gender equality in employment and prevention of sexual harassment for faculty and staff.
3. To investigate and handle cases concerning faculty and staff in connection with the Gender Equality in Employment Act and the Sexual Harassment Prevention Act.
4. To plan and establish a friendly and safe working environment that upholds gender equality.
5. To conduct follow-up, evaluation, and supervision of sexual harassment cases or suspected cases, ensuring effective implementation of handling and preventive measures, and preventing recurrence or retaliation.
6. To review other matters that, pursuant to law or University regulations, require deliberation by the Committee.

Article III (Composition and Term of Committee Members)

The Committee shall consist of eleven to fifteen members, organized as follows:

1. The President of the University shall serve as the Chairperson.
2. The Executive Vice President, Chief Secretary, Director of General Affairs, Director of Environmental Safety, and Director of Human Resources shall serve as ex officio members. The President may also appoint faculty representatives, staff representatives, and experts or scholars in fields related to gender equality as members.
3. Committee members shall possess gender equality awareness. Faculty representatives and staff representatives shall hold current status as faculty and staff, respectively.
4. Female members shall constitute no less than one-half of the total membership of the Committee.
5. The term of office for ex officio members shall coincide with their tenure in the respective positions and take effect immediately upon change of office. The term of office for other members shall be two years and may be renewed.

Any member of the Committee who falls under any of the following circumstances shall not be eligible to serve as a member; if already appointed, such individual shall immediately be disqualified:

1. Having been convicted by a final judgment under the provisions of the Criminal Code relating to offenses against sexual autonomy or offenses against sexual privacy and non-consensual sexual images.
2. Having violated the Gender Equity Education 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 laws or regulations, as verified through lawful investigation or confirmed by the competent authority.
3. Having engaged in words or conduct that fail to respect another person's gender, gender characteristics, gender traits, gender identity, or sexual

orientation, as verified by the University.

Prior to and during appointment, the status of Committee members with respect to the above disqualification conditions shall be periodically reviewed and handled in accordance with applicable regulations.

Article IV (Frequency of Meetings, Attendance, and Quorum for Resolutions)

The Committee shall convene at least once per academic semester, called by the Chairperson. A meeting may be convened only with the attendance of more than one-half of the Committee members; extraordinary meetings may be convened when necessary. Resolutions shall require the approval of more than one-half of the attending members; in the event of a tie, the Chairperson shall cast the deciding vote.

Committee members shall attend meetings in person. However, where an appointed member serves as a unit head, or where an appointed faculty representative or staff representative serves on behalf of a group, such member may, if unable to attend in person for legitimate reasons, designate a representative in writing to attend on their behalf. Such representative may participate in discussions and vote.

Article V (Functional Working Groups)

The Committee may, as necessary to fulfill its duties, establish functional working groups, such as an Education Group, Activities Group, and Space Group. The Chairperson shall designate the convener of each group from among the Committee members.

Article VI (Execution of Committee Affairs)

The Chairperson shall supervise the affairs of the Committee. The Director of Human Resources shall serve as Executive Secretary to assist with Committee affairs, and designated personnel shall handle related administrative matters.

Article VII (Operational Funding)

All Committee members and the Executive Secretary of the Committee shall serve without remuneration. The Committee's expenses shall be covered by a special budget allocation from the University.

Article VIII (Matters Not Covered)

Any matters not provided for in the Regulations shall be handled in accordance with the relevant rules and regulations of the University and applicable laws and regulations of the government.

Article IX (Approval Authority)

The Regulations shall take effect upon promulgation after approval by the University's Academic Affairs Meeting; the same procedure shall apply to any amendments hereto.