

Does your institution have a current Equality, Diversity and Inclusion (EDI) policy?  
(您的機構當前是否有平等、多元化和包容性 (EDI) 政策?)

### Personnel Office :

We demonstrates fairness, diversity, and inclusiveness in all aspects of its policies.

Examples are as follows:

#### 1 Recruitment of Personnel

1.1 Employment shall be conducted in accordance with Article 5 of the Employment Service Act "For the purpose of ensuring national's equal opportunity in employment, employer is prohibited from discriminating against any job applicant or employee on the basis of race, class, language, thought, religion, political party, place of origin, place of birth, gender, gender orientation, age, marital status, appearance, facial features, disability, horoscope, blood type, or past membership in any labor union. (supporting information 1.1)

1.2 The University employ indigenous peoples and the disabled in accordance with Indigenous Peoples Employment Rights Protection Act and People with Disabilities Rights Protection Act. This diversifies the composition of the labor force of the University and provides a substantively equal employment environment. The employment situation is announced monthly on the University website. (supporting information 1.2.1, 1.2.2, 1.2.3)

#### 2 Gender Equality and Maternity-Friendly Policies

2.1 Provision of "Prenatal Check-up and Paternity Leave" and "Maternity Leave" In accordance with the Act of Gender Equality in Employment, 7 days of leave are granted for prenatal check-ups and paternity leave. Female employees are granted 56 days of maternity leave (including weekends and holidays) after childbirth.

#### 2.2 Breastfeeding Time

An allowance of 60 minutes of breastfeeding (or milk expression) time is provided daily. If work is extended by more than one hour, an additional 30 minutes is granted. This time is counted as part of the working hours. (Attachment 2.2)

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### 2.3 Childcare Services

We have signed special cooperation agreements with several kindergartens in the Keelung area, offering childcare services and special discounts to staff, including reduced tuition fees, transportation services, and free books. In particular, a priority enrollment program is in place with the nonprofit kindergarten of the National Museum of Marine Science & Technology, providing a high-quality environment and discounted fees to encourage staff participation. (Attachment 2.3)

### 2.4 Unpaid Parental Leave

Staff members may apply for unpaid parental leave under the Act of Gender Equality in Employment. After the leave period, they may return to their original position. (Attachment 2.4)

### 2.5 Performance Evaluation System

During performance evaluations, the following shall not be considered as factors affecting performance ratings:

2.5.1 Leave taken for family care, menstruation, marriage, prenatal appointments, childbirth, miscarriage, paternity, or pregnancy-related bed rest.

2.5.2 Time used for breastfeeding or reduced working hours due to childcare. (Attachment 2.5)

### 2.6 Gender Ratio in Committees

The composition of various school committees complies with the legal gender ratio requirement, ensuring that no gender is represented by less than one-third. This guarantees representativeness and diverse perspectives. For example, the Personnel Review Committee for staff in the 2024 academic year consists of 15 members—7 female and 8 male—thus meeting the legal gender ratio. (Attachment 2.6)

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### Office of Student Affairs

#### ■ Division of Life Guidance Services

1. Our school established "National Taiwan Ocean University Guideline for the Establishment of Gender Equity Education Committee", "National Taiwan Ocean University Guideline on the Prevention of Gender-Related Incidents on Campus", and "National Taiwan Ocean University Guideline of Procedure for Protection of the Right to Education and Support for Pregnant Students". Those guidelines include age, gender, sexual orientation, as well as pregnancy and maternity.

URL : <https://genderequity.ntou.edu.tw/p/426-1107-4.php>

2. Our school established the "Indigenous Student Resource Center" in September 2016 to provide guidance on the life and academic studies of Indigenous students. Through the Indigenous Student Resource Center, the school can organize lectures, studies and related activities related to Indigenous community and multicultural education, creating a Ethnic friendly campus environment.

URL : <https://isrc.ntou.edu.tw/?Lang=zh-tw>

#### ■ Division of Counseling Services

“With Love in Your Heart, Do not Harm in Gender” Our school become a Gender Friendly Campus when the enforcement of the three gender equality acts (Act of Gender Equality in Employment, Gender Equality Education Act, and Sexual Harassment Prevention Act). Campus is a important institutions for promoting gender equality, and enacting prevention of sexual harassment, assault and abuse. Regarding the gender ratio for faculty and students , the number of males is higher than that of females, it has become extraordinarily important to build a gender friendly school without gender discrimination and gender-based violence.

URL : <https://stu.ntou.edu.tw/p/405-1023-97797,c10828.php?Lang=zh-tw>

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人事室:

▲佐證資料 1: [https://drive.google.com/drive/folders/1uc8xSamLNTTAL-1TTzV-b6nxSByn\\_2ap](https://drive.google.com/drive/folders/1uc8xSamLNTTAL-1TTzV-b6nxSByn_2ap)

本校在各方面政策上展現公平性、多樣性、包容性，以下舉例之：

## 1 人員進用

1.1 依就業服務法第 5 條規定辦理人員進用：「為保障國民就業機會平等，雇主對求職人或所僱用員工，不得以種族、階級、語言、思想、宗教、黨派、籍貫、出生地、性別、性傾向、年齡、婚姻、容貌、五官、身心障礙、星座、血型或以往工會會員身分為由，予以歧視。」(附件 1.1)

1.2 依原住民族工作權保障法及身心障礙者權益保障法相關規定進用原住民及身心障礙人士，使本校的勞動人口組成多元化，提供一個實質平等就業環境，並每月將進用情形公告於學校網站。(附件 1.2.1、1.2.2、1.2.3)

## 2 性別平等、孕產期友善

2.1 給予「陪產檢及陪產假」及「娩假」

依性別平等工作法給予陪產檢及陪產假 7 日。女性受雇者分娩後，並給予娩假 56 日(含例假日)。

2.2 給予哺乳時間

每日給予哺(集)乳時間 60 分鐘，延長工作時間達 1 小時以上者，再給予哺(集)乳時間 30 分鐘。哺(集)乳時間，視為工作時間。(附件 2.2)

2.3 托育措施

本校與基隆地區多家幼兒園簽訂特約合作書，提供本校同仁托育服務與特約優惠使用，如學雜費減免、上下學接送及贈送書籍等。其中與國立臺灣海洋科技博物館非營利幼兒園簽訂子女優先入園方案，提供優質的環境及優惠的收費，增進同仁的托育意願。(附件 2.3)

2.4 留職停薪

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本校同仁得依性別平等工作法申請育嬰留職停薪，期滿後復職，回復原有工作。(附件 2.4)

## 2.5 考核制度

辦理考核時不得以下列情形，作為考績等次之考量因素：

家庭照顧假、生理假、婚假、產前假、娩假、流產假、陪產假及因安胎事由所請之假。哺乳時間或因育嬰減少之工作時間。(附件 2.5)

## 2.6 委員會性別比

本校各類委員會委員之組成，皆符合法定性別比例之限制，任一性別比均達三分之一以上，使委員會組成具代表性，各種意見皆有機會在委員會被表達，以本校職員人事評議委員會為例，113 學年度委員計有 15 位，其中女性委員 7 人，男性委員 8 人，符合法定性別比例。(附件 2.6)

## 生輔組(性平.原民)

本校訂定「國立臺灣海洋大學性別平等教育委員會設置要點」、「國立臺灣海洋大學校園性別事件防治處理要點」和「國立臺灣海洋大學學生懷孕受教權維護及輔導協助要點」。這些政策包括年齡、性別、性傾向和孕產期之受保護特徵。

佐證網址：<https://genderequity.ntou.edu.tw/p/426-1107-4.php>

本校於 106 年 9 月成立「原住民族學生資源中心」，輔導原住民族學生生活及學業，爰學校可透過原資中心辦理原住民族及多元文化教育相關講座、研習及相關活動，營造族群友善校園環境。

佐證網址：<https://isrc.ntou.edu.tw/?Lang=zh-tw>

## 諮輔組

「心中有愛，性別無礙」性別友善校園

性平三法實行後，校園成為性平三法匯集之所，更是推行性別平等、性騷擾、性侵害與性霸凌防治之重要機構。本校教職員工生之人口性別比例男眾女寡，性騷擾、性侵害與性霸凌防治教育之實施格外重要。打造一性別友善、無性別歧視與性別暴力之校園環境，為本計畫之意義所在。

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