

▲4.0 Evidence:

<https://drive.google.com/drive/folders/1AHMQ7wt05EoDIAYbQCqCcl9XtthsFRj>

▲4-1 Evidence : <https://personnel.ntou.edu.tw/p/412-1007-10669.php?Lang=zh-tw>

▲4-2 Evidence : <https://personnel.ntou.edu.tw/p/412-1007-3096.php?Lang=zh-tw>

▲4-3 Evidence : <https://personnel.ntou.edu.tw/p/412-1007-2433.php?Lang=zh-tw>

Whether the organisation supports and promotes an overall ethical organisational culture

1. Staff Personnel Review Committee

In order to deliberate on matters related to the relocation of employees, performance appraisals, rewards and punishments, etc., the Association is established in accordance with the Act on the Relocation of Public Servants, the Organizational Regulations of the Performance Appraisal Committee, and Article 42 of the Organizational Regulations of the University.

2. Teacher Grievance Review Committee

In order to protect the rights and interests of teachers, the University handles the evaluation of teachers' appeal cases, and establishes this association in accordance with Article 43, Paragraph 3 of the Teachers Law, the organization and evaluation guidelines of the Teacher Complaint and Evaluation Committee of the Ministry of Education, and Article 42 of the school's organizational regulations.

3. Staff Grievance Review Committee

In order to protect the rights and interests of employees, strengthen the communication of opinions, and enhance team harmony, the University has set up this association with reference to Article 77 of the Law on the Protection of Public Servants.

4. In order to comply with the government policies, the website of the Personnel Office has set up special promotion areas such as:

(1) Special area for public servants to avoid identity disclosure due to conflicts of interest (supporting information 4-1)

(2) Ethics guidelines area (supporting information 4-2)

(3) Sexual harassment prevention area (supporting information 4-3)

組織是否支持並促進整體道德組織文化

1. 職員人事評議委員會

本校為審議職員陞遷、考績、獎懲等有關事項，特依據公務人員陞遷法、考績委員會組織規程及本校組織規程第四十二條等相關法令規定，設置本會。

2. 教師申訴評議委員會

本校為保障教師權益，辦理教師申訴案件之評議，依據教師法第四十三條第三項、教育部「教師申訴評議委員會組織及評議準則」及本校組織規程第四十二條規定設置本會。

3.職員申訴評議委員會

本校為保障職員權益，加強意見溝通，增進團隊和諧，參酌公務人員保障法第七十七條規定，設置本會。

4.配合政府政策，本校人事室網頁特設宣導專區如：

- (1)公職人員利益衝突迴避身分揭露專區(佐證資料 4-1)
- (2)廉政倫理規範專區(佐證資料 4-2)
- (3)性騷擾防治專區(佐證資料 4-3)