



Tunghai University Statement on the Prohibition of Workplace Harassment

Tunghai University is committed to safeguarding the physical and mental well-being of all employees. Workplace harassment by or against any university employee is strictly prohibited.

1. Definition of Workplace Harassment

Harassment includes any abuse, threats, or attacks in the workplace that compromise an employee's life, safety, or health, leading to harm.

2. Types of Workplace Harassment

- (a). Physical: Acts like hitting or kicking.
- (b). Psychological: Threats, bullying, or insults.
- (c). Verbal: Intimidation or discrimination.
- (d). Sexual: Assault or harassment per the Gender Equality in Employment Act.
- (e). Stalking: Surveillance, defamation, or identity theft.

3. Employee Actions

- (a). Seek support from colleagues or supervisors.
- (b). Communicate feelings with the offender.
- (c). Think about own shortcomings and find out the problem areas.
- (d). Document incidents as evidence.
- (e). Seek assistance or legal advice from the university.

4. Employee Responsibility

All employees should support victims to maintain a harassment-free workplace.

5. Confidentiality and Investigation

Complaints will be investigated confidentially. If substantiated, disciplinary actions will be taken. Retaliation is prohibited and will result in penalties.

6. Support for Employee Rights

The Health and Counseling Center offers support for harassment-related issues.

Complaint Hotline: 04-23529595 (Campus Extension: 9595)

Declarant:

A handwritten signature in blue ink, appearing to read "Kwan-shyng", written over a horizontal line.

President

September 26, 2024