

# 國立雲林科技大學性別平等教育委員會

## 性別平等教育宣導單

2024年11月12日更新

### Q1：什麼是校園性別事件？

依據「性別平等教育法」第3條，校園性別事件：指事件之一方為學校校長、教師、職員、工友或學生，他方為學生，並有下列情形之一者如下：

- (一)性侵害：指性侵害犯罪防治法所稱性侵害犯罪之行為。
- (二)性騷擾：指符合下列情形之一，且未達性侵害之程度者：
  1. 以明示或暗示之方式，從事不受歡迎且與性或性別有關之言詞或行為，致影響他人之人格尊嚴、學習、或工作之機會或表現者。
  2. 以性或性別有關之行為，作為自己或他人獲得、喪失或減損其學習或工作有關權益之條件者
- (三)性霸凌：指透過語言、肢體或其他暴力，對於他人之性別特徵、性別特質、性傾向或性別認同進行貶抑、攻擊或威脅之行為且非屬性騷擾者。(如說別人大波霸，娘娘腔)
- (四)校長或教職員工違反與性或性別有關之專業倫理行為：指校長或教職員工與未成年學生發展親密關係，或利用不對等之權勢關係，於執行教學、指導、訓練、評鑑、管理、輔導學生或提供學生工作機會時，在與性或性別有關之人際互動上，發展有違專業倫理之關係。

### Q2：常見的校園性騷擾型態有哪些？

1. 語言騷擾：包含性意涵、性別偏見或歧視行為及態度，甚或帶有侮辱、敵視或詆毀其他性別的言論。如：講黃色笑話，評論穿著太過性感是不是要去引誘人、女性數理較弱不會寫程式等言論。
2. 肢體騷擾：任一性別對其他性別做出肢體上的動作，讓對方覺得不受尊重及不舒服。如：掀裙子、故意觸碰對方身體、偷窺、偷拍等。
3. 視覺騷擾：展示裸露色情圖片或是帶有貶抑任一性別意味的海報、宣傳單，造成當事人不舒服者。如：網路上散播性暗示圖片。
4. 不受欢迎的性追求或性要求：要求對方同意性服務作為交換利益條件的手段。如：老師以加分、及格等條件要求學生約會或趁機佔便宜等。

### Q3：知悉疑似要通報(看到黑影就開槍)？

依據「性別平等教育法」第22條：

學校校長、教師、職員或工友知悉服務學校發生疑似校園性別事件，應立即通報學校防治規定所定學校權責人員，並由學校權責人員依下列規定辦理，至遲不得超過二十四小時。

依據「性別平等教育法」第43條：校校長、教師、職員或工友未於二十四小時內，向學校權責人員或學校主管機關通報，處新臺幣三萬元以上十五萬元以下罰鍰。

提醒您，校內教職員工有責任於知悉疑似校園性別事件時，應通報至本校性平會(秘書室)喔！

### **貼心提醒 1：如何看待學生請生理假。**

因生理構造不同，生理女性每個月都會有一次生理假。也請各位老師如在計算缺曠課時，要特別注意生理假這一環節。

國立雲林科技大學學生差假請假規定第 7 點略以：「核定為公假、喪假、生理假、產假、陪產假、心理調適假，不列入缺課計算。」

### **貼心提醒 2：與學生的互動要注意**

校園性別事件防治準則第 8 條：「校長或教職員工於執行教學、指導、訓練、評鑑、管理、輔導學生或提供學生工作機會而有地位、知識、年齡、體力、身分、族群、或資源之不對等權勢關係時，與成年學生在與性或性別有關之人際互動上，不得發展以性行為或情感為基礎等有違專業倫理之關係。」

與學生討論事情時，最好在公開場所進行，避免與學生獨處，如在研究室指導論文、專題等情事時，應避免關上、鎖上門窗。請各位導師或主管，要特別留意並提醒身邊的同事及夥伴。

(如幫學生按摩，肢體接觸，過度在社群軟體上對特定學生噓寒問暖。)以防違反相關法令。

### **貼心提醒 3：性別平等教育法-校園性別事件之定義**

如課堂中講黃色笑話，或是以成績來強迫同學進行與性或性別有關的活動，可能構成性騷擾。

嘲笑調侃他人性別特徵及氣質之行為，可能導致性霸凌(如大波霸、娘娘腔)。

要求同學一同私下出遊看電影或私下送異常貴重禮等，可能違反與性或性別有關之專業倫理行為。

以上宣導項目如有任何問題，歡迎來電討論。

**國立雲林科技大學性別平等教育委員會關心您！**

宣導單位：性別平等教育委員會

電話：05-5342601#2104

位置：本校行政大樓3樓秘書室

**教職員工簽名：**

西元            年            月            日

本宣導單1式2份，由新進人員及性平會各執1份

# Gender Equality Education Advocacy at Yunlin University of Science and Technology

## What is Gender-related incident on campus?

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

### **Sexual harassment:**

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

For example:

**Language harassment:** Includes sexual content, gender bias or discriminatory behavior and attitudes, or even speech that insults, is hostile to, or denigrates other genders. Examples include terms like “big boobs” or “sissy.”

**Physical harassment:** Any physical actions by one gender towards another that make the other person feel disrespected and uncomfortable. Examples include lifting skirts, deliberately touching someone's body, peeping, and secretly taking photos or videos.

**Visual harassment:** Displaying explicit sexual images or posters and flyers that demean any gender, causing discomfort to the person involved. Examples include spreading sexually suggestive images online.

2. Sex- or gender-related behavior that serves as the condition for oneself or others to gain or lose rights or interests in learning or work.

For example:

**Unwelcome sexual advances or requests:** Demanding that someone agrees to sexual services as a means of exchanging benefits. Examples include a teacher asking a student to go on a date or taking advantage of them in exchange for better grades or passing marks.

**Sexual bullying:** ridicule, attacks, or threats directed at another person's gender characteristics, gender temperaments, sexual orientation, or gender identity by using verbal, physical or other forms of violence will be under the category of sexual bullying.

**Sex- or gender-related behavior by a principal or faculty member that violates professional ethical standards:** cases where a principal or faculty member develops an intimate relationship with an underage student, or exploits an unequal power relationship in the course of teaching, providing guidance to, training, evaluating, managing, or counseling a student, or providing a work

opportunity to a student, to develop a relationship that violates professional ethical standards in the context of sex- or gender-related interpersonal interactions.

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**Friendly reminder: Menstrual leave is an exclusive right.**

Due to different physiological structures, women have menstrual leave once a month. Teachers are also reminded to pay special attention to this aspect when calculating absences.

**Friendly reminder : Interactions with students should be cautious**


**Regulations Governing Prevention of Gender-Related Incidents on Campuses Article 8:**When a principal or president, faculty or other staff member is teaching, instructing, training, evaluating, managing, counseling, or providing a work opportunity to a student and there is an unequal power relationship because of their status, knowledge, age, physical strength, identity, ethnicity, or resources, they are not permitted to develop a relationship based on sexual behavior or emotions with any adult student that violates professional ethics regarding interpersonal interactions related to sex or gender.

When discussing matters with students, it is best to do so in public places to avoid being alone with them. For instance, when supervising theses or projects in the office, avoid closing or locking doors and windows. Teachers and supervisors should be particularly mindful and remind their colleagues and partners to avoid physical contact students and not excessively engage with specific students on social media.

**Friendly reminder:Sexual harassment and Sexual bullying in education example**

For example, asking students to go on private outings together, or using grades to coerce students into participating in activities related to sex or gender without prior discussion. Telling dirty jokes or mocking others' gender characteristics and demeanor in class.

英文版



**Can only women be victims of sexual harassment?**

**No. Whether you are male or female if someone makes you feel uncomfortable you should tell the person responsible to stop!**

**I have read and understand the contents of this Form**

**Signature:**

**Date:**                    y                    m                    d