

8.2.3 Employment policy on discrimination

1. MCUT's employment of faculty and staff and their promotion based on their professional competencies, education and experiences, but not nationality, religion, gender, age, or physical or mental disabilities, with 16 female and 4 non-Taiwanese employees serving as MCUT's unit supervisors, accounting for 21% of all supervisors of MCUT

本校僱用教職員工及升遷晉級時，完全以專業能力、學歷、經歷為依據，從未因國籍、宗教、性別、年齡、身心障礙等予以不同之考量，已有 16 位女性與 4 位非本國籍員工，擔任本校各單位主管，佔全校主管人數的 21%

一級單位	主管職稱	主管姓名	性別	國籍	時期	時期尾	備註	層級
國際事務處	國際長	李潔嵐	女	美國	自民國一十三年八月一日	至民國一十四年七月三十一日	行政主管	二級
工程學院	電機工程系主任	陳瓊安	女	自民國一十三年八月一日	至民國一十四年七月三十一日	學術主管	二級	
工程學院	電子工程系主任	吳亞芬	女	自民國一十三年八月一日	至民國一十四年七月三十一日	學術主管	二級	
環境資源學院	環境與安全衛生工程系主任	劉曉淑	女	自民國一十三年八月一日	至民國一十四年七月三十一日	學術主管	二級	
管理暨設計學院	視覺傳達設計系主任	莊妙仙	女	自民國一十三年八月一日	至民國一十四年七月三十一日	學術主管	二級	
管理暨設計學院	國際企業管理碩士學位學程主任	陳昭蓉	女	自民國一十三年八月一日	至民國一十四年七月三十一日	學術主管	二級	
管理暨設計學院	數位行銷設計學位學程主任兼數位行銷設計實務專班主任	孫麗芳	女	自民國一十三年八月一日	至民國一十四年七月三十一日	行政主管	二級	
通識教育中心	語言中心主任	郭如蘭	女	自民國一十三年八月一日	至民國一十四年七月三十一日	學術主管	二級	
教務處	註冊組組長	丘慧蓉	女	自民國一十三年八月一日	至民國一十四年七月三十一日	行政主管	二級	
教務處	招生組組長	郭亮吟	女	自民國一十三年八月一日	至民國一十四年七月三十一日	行政主管	二級	
教學資源中心	教學卓越專業組組長	蘇莉嘉	女	自民國一十三年八月一日	至民國一十四年七月三十一日	行政主管	二級	
學生事務處	學生輔導組組長	黃淑芬	女	自民國一十三年八月一日	至民國一十四年七月三十一日	行政主管	二級	
總務處	事務組組長兼出納組組長	陳素蓮	女	自民國一十三年八月一日	至民國一十四年七月三十一日	行政主管	二級	
研究發展處	研究推動組組長	謝麗吟	女	自民國一十三年八月一日	至民國一十四年七月三十一日	行政主管	二級	
國際事務處	境外學生組代理組長	詹子芳	女	自民國一十三年八月一日	至民國一十四年七月三十一日	行政主管	二級	
國際事務處	教務組組長	林美良	女	自民國一十三年八月一日	至民國一十四年七月三十一日	行政主管	二級	

一級單位	主管職稱	主管姓名	性別	國籍	時期	時期尾	備註	層級
國際事務處	全球交流組組長	Alan Fiol (費安)	男	美國	自民國一十三年八月一日	至民國一十四年七月三十一日	行政主管	二級
生化工程技術研發中心	生化分離組組長	Ng Kim Boong (黃錦鴻)	男	馬來西亞	自民國一十三年八月一日	至民國一十四年七月三十一日	行政主管	二級
綠色能源電池研究中心	電池研發組組長	Masashi Kotobuki (壽 雅)	男	日本	自民國一十三年八月一日	至民國一十四年七月三十一日	行政主管	二級
智慧醫療研究中心	技術研發組組長	Nani Govindasamy (曼尼)	男	印度	自民國一十三年八月一日	至民國一十四年七月三十一日	行政主管	二級

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<https://personnel.mcut.edu.tw/p/412-1003-5637.php?Lang=zh-tw>

2. Any faculty or colleague experiencing unfair treatment is welcome to file a grievance; a meeting will be convened to review the grievances filed in accordance with the relevant provisions
若同仁感受對待不公可時可提出申訴，明志將分別依教師、職員工申訴評議委員會設置辦法之規定召開會議審理

明志科技大學 Ming Chi University of Technology 規章編號 Regulation No. A210030016 教師申訴評議委員會設置辦法 Regulations for the Establishment of the Teacher Grievance Review Committee 制定部門：明志科技大學秘書室 Established by: Office of the Secretariat 中華民國 110 年 5 月 19 日 修訂 Amended on May 19, 2021	第二條 教師對本校有關其個人之措施，認為違法或不當，致損害其權益者，得提請申訴、再申訴。 教師因本校對其依法申請之案件，於法定期間內應作為而不作為，認為損害其權益者，亦得提起申訴、再申訴；法令未規定應作為之期間者，其期間自本校受理申請之日起為二個月。 本校為辦理教師申訴案件之評議，設置教師申訴評議委員會（以下簡稱申評會）。 Article2 Teachers may file a grievance or re-grievance if they believe that the University's measures against them are unlawful or improper and that 教師申訴評議委員會設置辦法 1 they have damaged their rights and interests. If teachers believe that their rights and interests have been damaged by the University's failure to act within the legal period for handling their applications, they may file a grievance or re-grievance; if the law does not specify the period within which the University must act, the period shall be two months from the date the University receives the application. The University shall establish a Teacher Grievance Review Committee (below, the "Teacher Grievance Review Committee") to review teacher grievances.
明志科技大學 Ming Chi University of Technology 規章編號 Document No. A220460002 職員工申訴評議委員會設置暨 評議辦法 Guidelines for Establishment and Review of the Appeals Review Committee for Administrative Staff 制定部門：明志科技大學人事室 Established by: Personnel Office 中華民國 102 年 11 月 28 日 修訂 Revised on November 28, 2013	第二條 申訴時機 Article 2: Timing of Appeal Submission 本校職員工對其調職、解職、解雇及懲處等行政處分或措施，認為損害其個人權益，經正常行政程序協調處理仍不服者，得於知悉或收到通知後三十日內依本辦法以書面向人事室提起申訴，逾期不予受理，但因不可抗力致逾期者不在此限。 人事室接獲申訴案件後，應即簽辦知會本會主席召開會議，並陳校長核定。 Administrative staff of the university who disagree with administrative decisions or measures such as transfer, dismissal, termination, or discipline that they believe infringe upon their personal rights, and who remain dissatisfied after normal administrative procedures have been attempted, may file a written appeal with the Personnel Office within thirty days of becoming aware of or receiving notification of such decisions or measures, according to these Guidelines. Appeals submitted after this period will not be accepted, except in cases of Guidelines for Establishment and Review of the Appeals Review Committee for Administrative Staff 1 force majeure that prevent timely submission. Upon receiving an appeal, the Personnel Office shall promptly handle the matter and notify the Chairman of the Committee to convene a meeting, which must then be approved by the President.

<https://sustainability.mcut.edu.tw/var/file/65/1065/img/2153/102945364.pdf>
<https://sustainability.mcut.edu.tw/var/file/65/1065/img/2153/738400933.pdf>

3. A seminar is held for new recruits to ensure that their rights are fully conveyed

針對新進員工，召開新進員工座談會，告知所有權益

13. Grievances

Faculty

Faculty who believe that measures taken by the university or the Ministry of Education regarding their personal matters are illegal or inappropriate and have resulted in harm to their rights and interests may file a complaint. Faculty who believe that their rights and interests have been harmed due to failure by the university or the Ministry of Education to take action within the legally prescribed period in cases where they have applied for something in accordance with the law may also file a complaint. If the law does not specify a period within which action should be taken, the period is 2 months from the date the university or the Ministry of Education accepts the application. The university has established a Faculty Complaint Review Committee to handle faculty complaint cases. This function is managed by the Secretariat.

Internal Staff

1. University employees who believe that administrative actions or measures such as transfer, dismissal, termination, or disciplinary actions taken against them have harmed their personal rights and interests, and who remain dissatisfied despite attempts to resolve the issue through normal administrative procedures, may file a written complaint with the Personnel Office within 30 days of becoming aware of or receiving notice of the action. Complaints submitted after this period will not be accepted, except in cases where the delay is due to force majeure. Upon receiving a complaint, the Personnel Office should promptly inform the Chairperson of the committee and convene a meeting for review, with final approval by the President.
2. If incidents of sexual harassment occur and are subject to the provisions of the Gender

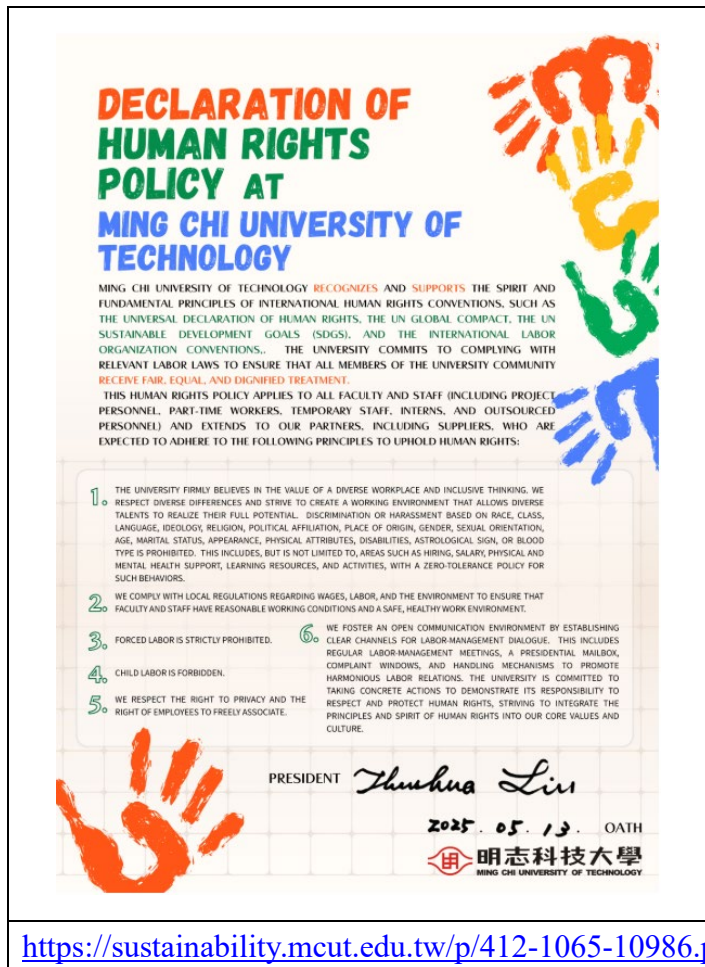
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Equality in Employment Act or the Sexual Harassment Prevention Act, the victim may file a complaint with the university's Personnel Office. Complaints should be submitted in a named, written or oral form to be legally effective. When a complaint is submitted orally, the staff member receiving it should make a record, and after the complainant confirms the accuracy of the content, it should be signed or stamped by the complainant. Complaints submitted by phone, email, or other means should be corrected in writing within 14 days. Failure to make corrections within the specified period may result in the complaint not being processed. For further details, please refer to the university's Sexual Harassment Prevention Regulations.

<https://personnel.mcut.edu.tw/p/406-1003-75128,r577.php?Lang=en>

4. Signed a Human Rights policy to ensure that various interests and rights will be treated fairly
明志重視人權並反對任何歧視的政策，並簽署人權宣言，保障各項權益均會被公平對待



DECLARATION OF HUMAN RIGHTS POLICY AT MING CHI UNIVERSITY OF TECHNOLOGY

MING CHI UNIVERSITY OF TECHNOLOGY RECOGNIZES AND SUPPORTS THE SPIRIT AND FUNDAMENTAL PRINCIPLES OF INTERNATIONAL HUMAN RIGHTS CONVENTIONS, SUCH AS THE UNIVERSAL DECLARATION OF HUMAN RIGHTS, THE UN GLOBAL COMPACT, THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGS), AND THE INTERNATIONAL LABOR ORGANIZATION CONVENTIONS. THE UNIVERSITY COMMITTS TO COMPLYING WITH RELEVANT LABOR LAWS TO ENSURE THAT ALL MEMBERS OF THE UNIVERSITY COMMUNITY RECEIVE FAIR, EQUAL, AND DIGNIFIED TREATMENT.

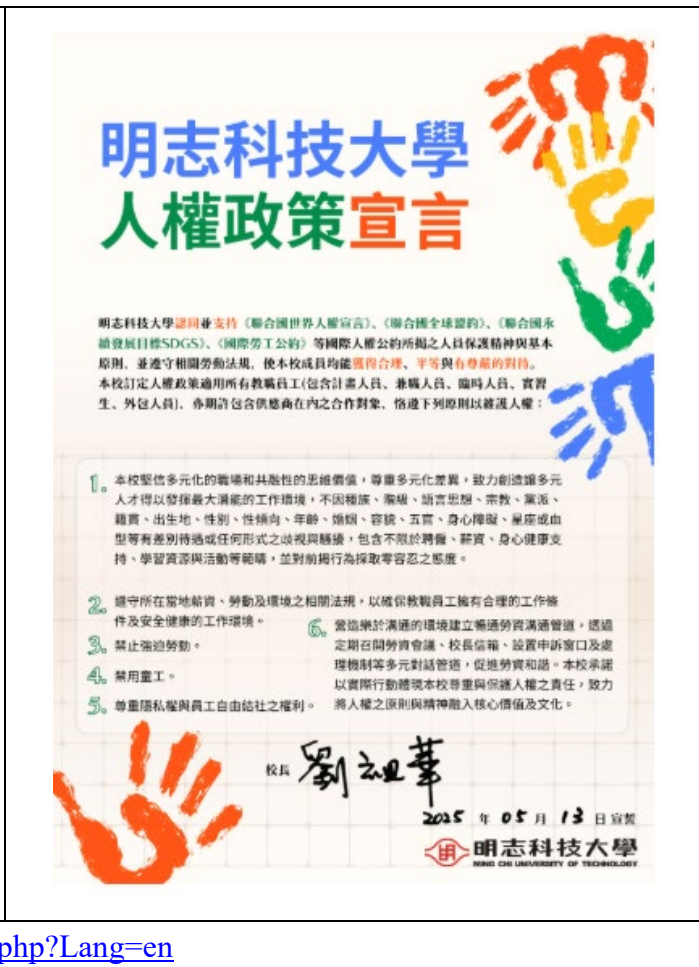
THIS HUMAN RIGHTS POLICY APPLIES TO ALL FACULTY AND STAFF (INCLUDING PROJECT PERSONNEL, PART-TIME WORKERS, TEMPORARY STAFF, INTERNS, AND OUTSOURCED PERSONNEL) AND EXTENDS TO OUR PARTNERS, INCLUDING SUPPLIERS, WHO ARE EXPECTED TO ADHERE TO THE FOLLOWING PRINCIPLES TO UPHOLD HUMAN RIGHTS:

1. THE UNIVERSITY FIRMLY BELIEVES IN THE VALUE OF A DIVERSE WORKPLACE AND INCLUSIVE THINKING. WE RESPECT DIVERSE DIFFERENCES AND STRIVE TO CREATE A WORKING ENVIRONMENT THAT ALLOWS DIVERSE TALENTS TO REALIZE THEIR FULL POTENTIAL. DISCRIMINATION OR HARASSMENT BASED ON RACE, CLASS, LANGUAGE, IDEOLOGY, RELIGION, POLITICAL AFFILIATION, PLACE OF ORIGIN, GENDER, SEXUAL ORIENTATION, AGE, MARITAL STATUS, APPEARANCE, PHYSICAL ATTRIBUTES, DISABILITIES, ASTROLOGICAL SIGN, OR BLOOD TYPE IS PROHIBITED. THIS INCLUDES, BUT IS NOT LIMITED TO, AREAS SUCH AS HIRING, SALARY, PHYSICAL AND MENTAL HEALTH SUPPORT, LEARNING RESOURCES, AND ACTIVITIES, WITH A ZERO-TOLERANCE POLICY FOR SUCH BEHAVIORS.
2. WE COMPLY WITH LOCAL REGULATIONS REGARDING WAGES, LABOR, AND THE ENVIRONMENT TO ENSURE THAT FACULTY AND STAFF HAVE REASONABLE WORKING CONDITIONS AND A SAFE, HEALTHY WORK ENVIRONMENT.
3. FORCED LABOR IS STRICTLY PROHIBITED.
4. CHILD LABOR IS FORBIDDEN.
5. WE RESPECT THE RIGHT TO PRIVACY AND THE RIGHT OF EMPLOYEES TO FREELY ASSOCIATE.
6. WE FOSTER AN OPEN COMMUNICATION ENVIRONMENT BY ESTABLISHING CLEAR CHANNELS FOR LABOR-MANAGEMENT DIALOGUE. THIS INCLUDES REGULAR "LABOR-MANAGEMENT" MEETINGS, A PRESIDENTIAL MAILBOX, COMPLAINT WINDOWS, AND HANDLING MECHANISMS TO PROMOTE HARMONIOUS LABOR RELATIONS. THE UNIVERSITY IS COMMITTED TO TAKING CONCRETE ACTIONS TO DEMONSTRATE ITS RESPONSIBILITY TO RESPECT AND PROTECT HUMAN RIGHTS, STRIVING TO INTEGRATE THE PRINCIPLES AND SPIRIT OF HUMAN RIGHTS INTO OUR CORE VALUES AND CULTURE.

PRESIDENT *Thushua Liu*

2025. 05. 13 OATH

 明志科技大學
MING CHI UNIVERSITY OF TECHNOLOGY



明志科技大學 人權政策宣言

明志科技大學認同並支持《聯合國世界人權宣言》、《聯合國全球契約》、《聯合國永續發展目標SDGS》、《國際勞工公約》等國際人權公約所揭之人員保護精神與基本原則，並遵守相關勞動法規，使本校成員均能獲得合理、平等與有尊嚴的對待。本校訂定人權政策適用所有教職員工(包含計畫人員、兼職人員、臨時人員、實習生、外僱人員)，亦期許包含供應商在內之合作對象，恪遵下列原則以維護人權：

1. 本校堅信多元化的職場和共融性的思維價值，尊重多元化差異，致力創造讓多元人才得以發揮最大潛能的工作環境，不因種族、階級、語言思想、宗教、黨派、籍貫、出生地、性別、性傾向、年齡、體貌、容貌、五官、身心障礙、星座或血型等有差別待遇或任何形式之歧視與騷擾，包含不限於聘僱、薪資、身心健康支持、學習資源與活動等範疇，並對前揭行為採取零容忍之態度。
2. 遵守所在地結資、勞動及環境之相關法規，以確保教職員工擁有合理的工作條件及安全健康的工作環境。
3. 禁止強迫勞動。
4. 禁用童工。
5. 尊重隱私與員工自由結社之權利。
6. 營造樂於溝通的環境建立暢通勞資溝通管道，透過定期召開勞資會議、校長信箱、設置申訴窗口及處理機制等多元對話管道，促進勞資和諧。本校承諾以實際行動體現本校尊重與保護人權之責任，致力將人權之原則與精神融入核心價值及文化。

校長 *劉祖華*

2025 年 05 月 13 日宣誓

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<https://sustainability.mcut.edu.tw/p/412-1065-10986.php?Lang=en>

5. Members of any gender in any of the school councils shall be no less than one-third to protect gender equality

校級會議委員任一性別比不得低於 1/3，保障性別平等

明志科技大學 Ming Chi University of Technology	<table><tr><td>規章編號</td></tr><tr><td>Document No.</td></tr><tr><td>A2C0040001</td></tr></table>	規章編號	Document No.	A2C0040001	年，任滿得續聘，且任一性別委員應占委員總數三分之一以上，均為無給職。 二、各組得自行設置工作執行要點，及延聘校內外專家學者擔任小組顧問，協助各組事務之推動。 Article 3 Members of the Committee 1. The committee is composed of 25 to 27 members, including the President, Vice President, Chief Sustainability Officer (CSO), Secretary General, Provost, Dean of Student Affairs, Dean of General Affairs, Dean of Research and Development, Dean of Library and Information Services, Dean of International Affairs, Deans of Colleges, Director of General Education Center, Director of Personnel Office, Director of Office of Environmental Protection, Occupational Safety and Hygiene, Director of Institutional Research Center, and two student representatives as ex-officio members. Faculty members with expertise in sustainable development, social practice, green energy, and environmental protection may be appointed as elected members. The term of office of the committee members is one academic year and renewable upon completion of their term. In addition, members of either gender must account for more than one-third of the total number of members, and all members of the Committee are unpaid.
規章編號					
Document No.					
A2C0040001					

永續發展推動委員會設置辦法

Regulations for Establishment of

the Sustainable Development

Promotion Committee

制定部門：永續發展辦公室

中華民國 114 年 5 月 28 日制定

Established by: Sustainable Development Office

Established on May 28, 2025

<https://sustainability.mcut.edu.tw/var/file/65/1065/img/2153/569322004.pdf>

<https://sustainability.mcut.edu.tw/var/file/65/1065/img/2153/569322004.pdf>