



東海大學禁止工作場所職場不法侵害之聲明

本校為保障所有工作者在執行職務過程中，免於遭受不法侵害而致身心受損，特以本書面聲明：禁止任何本校工作者有職場不法侵害行為，禁止本校同仁間或第三人對本校工作者有職場不法侵害之行為。

- 一、職場不法侵害的定義：工作人員在勞動場所遭受他人以言語、文字、肢體動作、電子通訊、網際網路或其他方式之謾罵、威脅、攻擊或侮辱等，以至於明顯或隱含地對其安全、福祉或與健康構成挑戰的事件。
- 二、職場不法侵害行為之樣態：
 - (一) 職場暴力。
 - (二) 職場霸凌。
 - (三) 性騷擾(依性別工作平等法規定)。
 - (四) 跟蹤騷擾(依跟蹤騷擾防治法規定)。
 - (五) 就業歧視。
- 三、工作者遇到職場不法侵害之處置：
 - (一) 與同事或相關負責人尋求支援與商量。
 - (二) 盡可能以錄音或任何方式記錄行為人之行為作為證據。
 - (三) 向校方尋求援助或法律諮詢。
- 四、本校所有工作者均有負責協助確保免於職場不法侵害之工作環境，以確保工作者免於職場不法侵害。
- 五、本校接獲申訴後會採取保密的方式進行調查，若被調查屬實者，將會進行懲處；並保護申訴人，絕對禁止對申訴人有任何報復之行為，若有，將會進行懲處。
- 六、為關心工作者之職場權益，有關工作場所職場不法侵害之問題者，健康暨諮商中心將協助支援與處理。

不法侵害申訴專線：校安中心 04-23529595

校內分機 9595

聲明人：

張國恩

校長

中華民國

114

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Tunghai University Statement on the Prohibition of Workplace Harassment

Tunghai University is committed to protecting the physical and mental well-being of all employees. Any form of workplace harassment whether committed by or against a university employee, is strictly prohibited.

1. Definition of Workplace Harassment

An incident in which staff members are subjected to verbal abuse, written insults, physical actions, electronic communications, internet-based attacks, or other forms of mistreatment by others in the workplace, resulting in an explicit or implicit threat to their safety, well-being, or health.

2. Types of Workplace Harassment

- (a). Workplace violence.
- (b). Workplace bullying.
- (c). Sexual harassment (as defined by the Gender Equality at Work Act).
- (d). Stalking (as defined by the Stalking and Harassment Prevention Act).
- (e). Employment discrimination.

3. Actions for Staff Members Facing Workplace Harassment:

- (a). Seek support and discuss the situation with colleagues or relevant supervisors.
- (b). Whenever possible, record the perpetrator's behavior through audio or other means as evidence.
- (c). Seek assistance or legal advice from the university.

4. Staff Members' Responsibility

All staff members of the school are responsible for helping to ensure a work environment free from harassment, in order to protect all workers from such harm.

5. Confidentiality and Investigation

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

6. Support for Staff Members Rights

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

Hotline for Work Place Harassment Complaints: (04)2352-9595

Campus Extension: 9595

Declarant:

President

Mar 21, 2025