



## Tunghai University Statement on the Prohibition of Workplace Violence

In order to protect all workers in the course of performing their duties from physical and psychological harm caused by unlawful abuse, the University hereby declares in writing that workplace violence by any of the University's workers or third parties (against the University's workers) is prohibited.

1. Definition of Workplace Violence: An incident in which a worker is abused, threatened, or attacked in the course of his or her work, causing injury or sequelae to his or her life or health.
2. Workplace violence patterns:
  - (a) Physical violence (such as mutual assault or mutual injury, etc.).
  - (b) Psychological violence (e.g., threats, bullying, harassment, discrimination, etc.)
  - (c) Language violence (e.g., bullying, intimidation, interference, verbal abuse, etc.)
  - (d) Sexual assault, sexual harassment, or sexual bullying (in accordance with the provisions of the Workplace Sex Equality Act).
  - (e) Stalking and harassment (e.g. monitoring, observing, tracking, sending items without notifying, faking personal dignity, pursuing the specific person inappropriately, interfering with electronic communication equipment, and using discriminating or similar words or actions against the particular person that may be harmful to one's reputation.)
3. Steps to take when encountering workplace violence:
  - (a) Seek support and consultation with colleagues or relevant persons in charge.
  - (b) Record the perpetrator's behavior by means of audio or video recording and retain evidence.
  - (c) Seek assistance or legal advice from the University.
4. All workers at the University should be responsible for assisting victims to ensure that workers are protected from workplace violence.
5. In order to care for the workplace rights of workers, the Environmental Protection and Occupational Safety & Health Center will assist in supporting and dealing with workplace violence problems in the workplace.

Declarant:

A handwritten signature in blue ink, appearing to read "K. Kuo", written over a horizontal line.

President

Feb 17, 2023