



Human Rights Policy

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Taipei Medical University Human Rights Policy

Taipei Medical University (TMU) recognizes and supports the spirit and basic principles of human rights protection manifested in international human rights conventions such as the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labour Conventions, while complying with the local labor laws and regulations in regions where our operations are located, so as to ensure that all internal and external members of the university receive fair and equal treatment and are treated with dignity.

TMU has established our human rights policy for all faculty and staff (including program staff, part-time staff, temporary staff, interns, and outsourced staff), and expects our partners, including suppliers, to adhere to the following principles with the aim of protecting human rights:

- I. TMU firmly believes in the values of a diverse workplace and inclusive thinking, respects diversity, and is dedicated to creating a work environment that allows people of all kinds of talents to realize their full potential. TMU forbids and adopts a zero-tolerance attitude towards any differential treatment or any form of discrimination and harassment on the basis of race, class, language, thought, religion, political party, place of origin, place of birth, gender, gender orientation, age, marital status, appearance, facial features, disability, horoscope, blood type, or membership in any labor union, in all aspects including but not limited to employment, salary, physical and mental health support, learning resources and activities.
- II. Comply with local laws and regulations related to salary, labor, and environment in regions where the university's operations are based to ensure fair working conditions and a safe and healthy work environment for our faculty and staff.
- III. Forced labor is prohibited.
- IV. Child labor is prohibited.
- V. Respect privacy and employees' right to freedom of association.
- VI. Create an environment open to communication, establish effective channels for labor-management communication, and promote harmonious relationship between labor and management through various approaches such as convening regular labor-management meetings, setting up an opinion box for TMU employees, and establishing grievance contact and resolution mechanism.

TMU is committed to realizing our responsibility of respecting and protecting human rights through real actions, and to integrating the principles and spirit of human rights into our core values and culture.



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TAIPEI MEDICAL UNIVERSITY

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Unlawful Infringement in the Workplace

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