

飛來速科技股份有限公司

Flexii CO., LTD.

性騷擾防治措施、申訴及調查處理要點

Guidelines for Sexual Harassment Prevention, Complaints, and Investigation

1. 目的：

Purpose

飛來速科技股份有限公司（以下簡稱本單位）為防治性騷擾行為發生，建立性騷擾事件申訴管道，並確實維護當事人之權益，依「性騷擾防治法」、「性騷擾防治法施行細則」、「性騷擾防治準則」訂定本要點。

To prevent sexual harassment, establish complaint channels, and safeguard the rights and interests of all parties involved, Flexii CO., LTD. (hereinafter referred to as "the Company") hereby establishes these Guidelines in accordance with the "Sexual Harassment Prevention Act," the "Enforcement Rules of the Sexual Harassment Prevention Act," and the "Standards for Sexual Harassment Prevention."

2. 本要點所稱性騷擾，係指性侵害犯罪以外，對他人實施違反其意願而與性或性別有關之行為，且有下列情形之一者：

"Sexual harassment" as used in these Guidelines refers to acts related to sex or gender—excluding sexual assault crimes—committed against another person against their will, under any of the following circumstances:

- (1) 以明示或暗示之方式，或以歧視、侮辱之言行，或以他法，而有損害他人人格尊嚴，或造成使人心生畏怖、感受敵意或冒犯之情境，或不當影響其工作、教育、訓練、服務、計畫、活動或正常生活之進行。

Using explicit or implied means, discriminatory or insulting words or actions, or other methods to damage another person's dignity; creating a field of intimidation, hostility, or offense; or inappropriately affecting their work, education, training, services, projects, activities, or normal lifestyle.

- (2) 以該他人順服或拒絕該行為，作為自己或他人獲得、喪失或減損其學習、工作、訓練、服務、計畫、活動有關權益之條件。

Using the person's submission to or rejection of such conduct as a condition for the person or others to obtain, lose, or diminish rights and interests related to their learning, work, training, services, projects, or activities.

所稱權勢性騷擾，指對於因教育、訓練、醫療、公務、業務、求職或其他相類關係受自己監督、照護、指導之人，利用權勢或機會為性騷擾。

"Power-based sexual harassment" refers to sexual harassment committed by a person who utilizes their authority or opportunity over those they supervise, care for, or instruct due to relationships in education, training, medical care, official duties, business, job seeking, or other similar circumstances.

依性騷擾事件發生之場域及當事人之身分關係，性別平等教育法及性別平等工作法別有規定其處理及防治事項者，適用各該法律之規定。

If the "Gender Equity Education Act" or the "Gender Equality in Employment Act" provides specific regulations regarding the handling and prevention of sexual harassment based on the venue or the relationship between the parties, those laws shall apply.

3. 性騷擾之樣態，包含下列行為之一：

Forms of Sexual Harassment

- (1) 羞辱、貶抑、敵意或騷擾之言詞或行為。

Humiliating, belittling, hostile, or harassing words or actions.

- (2) 跟蹤、觀察，或不受歡迎之追求。

Stalking, observation, or unwelcome pursuit.

- (3) 偷窺、偷拍。

Voyeurism or unauthorized filming/photography.

- (4) 曝露身體隱私部位。

Exposure of private body parts.

- (5) 以電話、傳真、電子通訊、網際網路或其他設備，展示、傳送或傳閱猥褻文字、聲音、圖畫、照片或影像資料。

Displaying, transmitting, or circulating obscene text, audio, drawings, photos, or video materials via telephone, fax, electronic communication, the internet, or other equipment.

- (6) 乘人不及抗拒親吻、擁抱或觸摸臀部、胸部或其他身體隱私部位。

Taking advantage of another person's inability to resist kissing, hug, or touch their buttocks, breasts, or other private body parts.

- (7) 其他與前六款相類之行為。

Other acts similar to the preceding six items.

4. 本單位為防治性騷擾行為之發生，應採取適當之預防、糾正、懲處及其他措施，並確實維護當事人之隱私。

To prevent sexual harassment, the Company shall take appropriate preventive, corrective, disciplinary, and other measures, and shall strictly protect the privacy of the parties involved.

5. 本單位於所屬公共場所及公眾得出入之場所，為有效預防並積極處理性騷擾事件，本單位作為如下：

To effectively prevent and actively handle sexual harassment incidents in public areas under its jurisdiction, the Company shall:

- (1) 就所屬公共場所及公眾得出入之場所，定期檢討其空間及設施，避免性騷擾之發生。

Regularly review the space and facilities of public areas to prevent sexual harassment.

- (2) 於所屬公共場所及公眾得出入之場所發生有性騷擾事件當時知悉者，應採取下列有效之糾正及補救措施：

If a sexual harassment incident is witnessed or known at the time of occurrence in a public area, take the following corrective and remedial measures:

- A. 注意被害人安全。尊重被害人意願，減低當事人互動之機會，預防、減低行為人再度性騷擾之可能。避免報復。

Ensure the victim's safety, respect their wishes, reduce interaction between parties, and prevent retaliation or further harassment.

- B. 注意被害人隱私之維護。

Protect the victim's privacy.

- C. 協助被害人申訴及保全相關證據。

Assist the victim in filing a complaint and preserving relevant evidence.

- D. 必要時協助通知警察機關到場處理。

Assist in notifying the police for intervention if necessary.

- E. 檢討所屬場所安全。

Review the security of the premises.

- F. 其他認為必要之處置。

Take other necessary actions.

- (3) 於性騷擾事件發生後知悉者，仍應採取有效糾正補救措施再次檢討所屬場所安全。

If the incident is learned of after it occurred, corrective measures and a safety review of the premises must still be conducted.

6. 適用性騷擾防治法案件，被害人得視行為人身份，提出性騷擾申訴：

Under the Sexual Harassment Prevention Act, victims may file a complaint based on the perpetrator's status:

- (1) 申訴時行為人有所屬政府機關（構）、部隊、學校：向該所屬單位提出。

If the perpetrator belongs to a government agency, military unit, school, or institution: File the complaint with said entity.

- (2) 申訴時行為人為政府機關（構）首長、各級軍事機關（構）及部隊上校編階以上之主官、學校校長、機構之最高負責人或僱用人：向該單位或僱用人所在地之直轄市、縣（市）主管機關提出。

If the perpetrator is the head of a government agency, a high-ranking military commander, a school principal, or the highest person in charge of an institution/employer: File the complaint with the local competent authority (Municipal or County/City government).

- (3) 申訴時行為人不明或為前2款以外之人：向性騷擾事件發生地之警察機關提出。

If the perpetrator is unknown or does not fall under the above categories: File the complaint with the police department where the incident occurred.

7. 本單位應定期舉辦或鼓勵所屬人員參與如下內容之防治性騷擾相關教育訓練：

The Company shall regularly hold or encourage personnel to participate in sexual harassment prevention training:

- (1) 機構所屬員工，其教育訓練內容如下：

For employees of the organization, the education and training content shall include:

- A. 性別平等知能。
Gender equality awareness and knowledge.
- B. 性騷擾基本概念、法令及防治。
Basic concepts, legislation, and prevention of sexual harassment.
- C. 性騷擾申訴之流程及方式。
Procedures and methods for filing sexual harassment complaints.
- D. 其他與性騷擾防治有關之教育。
Other education related to sexual harassment prevention.

- (2) 機構處理性騷擾事件或有管理責任之人員，其教育訓練內容如下：

For personnel responsible for handling sexual harassment incidents or those with management responsibilities, the education and training content shall include:

- A. 性別平等教育法、性別平等工作法及本法之認識與事件之處理。
Understanding of the Gender Equity Education Act, the Gender Equality in Employment Act, and this Act (the Sexual Harassment Prevention Act), as well as incident handling.
- B. 覺察及辨識權力差異關係。
Awareness and identification of power dynamics and imbalances in relationships.
- C. 性騷擾事件有效之糾正及補救措施。
Effective corrective and remedial measures for sexual harassment incidents.
- D. 被害人協助及權益保障事宜。
Victim assistance and the protection of rights and interests.
- E. 其他與性騷擾防治有關之教育。
Other education related to sexual harassment prevention.

前項參加教育訓練之人員，機構應給予公差假，及經費補助。

The Company shall grant official leave and provide funding for personnel attending such training.

8. 本單位對於在性騷擾事件申訴、調查、偵查或審理程序中，為申訴、告訴、告發、提起訴訟、作證、提供協助或其他參與行為之人，不得為不當之差別待遇。

The Company shall not subject any person who files a complaint, reports an incident, testifies, or assists in investigations to any "inappropriate differential treatment."

前項不當之差別待遇指解僱、降調、減薪或損害其依法所應享有之權益。

"Inappropriate differential treatment" includes dismissal, demotion, salary reduction, or damage to any rights or interests they are entitled to by law.

9. 本單位及任何人對被害人之姓名及其他足資識別被害人身分之資訊，除法律另有規定外，應予保密，且不得以媒體或其他方法公開或揭露。

Except as otherwise provided by law, the Company and any individual shall maintain strict confidentiality regarding the name of the victim and any other information sufficient to identify the victim. Such information shall not be publicized or disclosed through the media or any other methods.

前項所定其他足資識別被害人身分之資訊，包括被害人照片、影像、圖畫、聲音、住址、親屬姓名或其關係、就讀學校、班級、工作場所與名稱或其他得以直接或間接方式識別該被害人個人之資料。

The aforementioned "information sufficient to identify the victim" includes the victim's photos, images, drawings, voice, address, names of relatives or their relationship, school and class, workplace and title, or any other data that may directly or indirectly identify the victim's identity.

10. 本單位受僱人、負責人利用執行職務之便，對他人為性騷擾，依法應對被害人為回復名譽之適當處分時，本單位應提供適當之協助。

Where an employee or the person in charge of the Company takes advantage of their position or duties to commit sexual harassment against another, and the law requires appropriate measures to restore the victim's reputation, the Company shall provide appropriate assistance.

11. 性騷擾申訴之管道如下：

The channels for filing a sexual harassment complaint are as follows:

專責處理窗口姓名／職稱： Fan Chen / Operating Manager

Designated Representative / Title: Fan Chen / Operating Manager

專線電話：02-7725-8210 Ext. 101

Direct Hotline: 02-7725-8210 Ext. 101

電子郵件：fan.chen@flexii.net

Email: fan.chen@flexii.net

本單位知有性騷擾事件發生，應立即派員作有效之糾正及補救措施，並協助被害人申訴事宜，本單位受理性騷擾申訴後，將指定專責處理人員協調處理。

Upon becoming aware of a sexual harassment incident, the Company shall immediately dispatch personnel to take effective corrective and remedial measures and assist the victim with the complaint process. After accepting a complaint, the Company will designate specific personnel to coordinate and handle the matter.

12. 本要點於性侵害犯罪防治法第二條第一款所定之犯罪準用之。

These Guidelines shall apply mutatis mutandis to the crimes specified in Article 2, Paragraph 1 of the Sexual Assault Crime Prevention Act.

13. 本要點經2026年4月27日內部週會公布後實施。自2026年5月11日第一次修正並加註英文翻譯。

These Guidelines were implemented following their announcement at the internal weekly meeting on April 27, 2026. The first revision, which includes the addition of this English translation, was enacted on May 11, 2026.



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