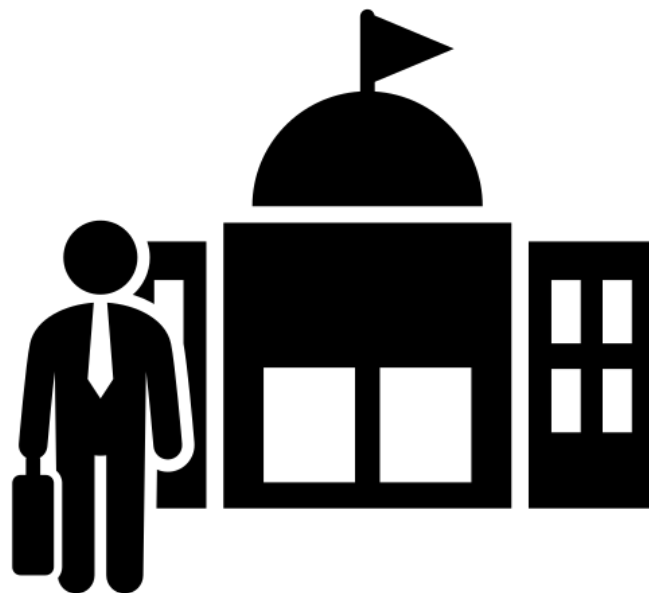


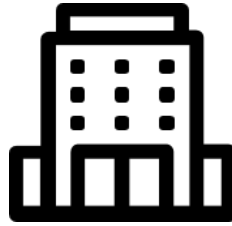
What should I do if I receive adverse treatment?



If you are a civil servant



Government
Agency
(Institution)

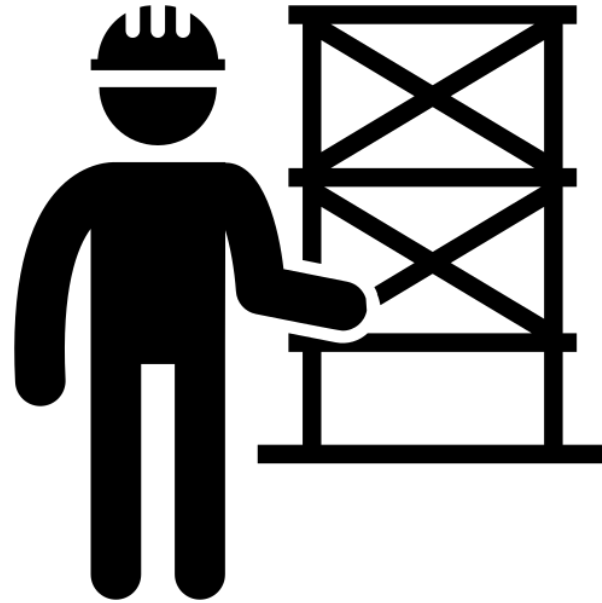


State-Owned
Enterprises



Government-
controlled Enterprises,
Groups, or Institutions

Or you work in the pan-public sector



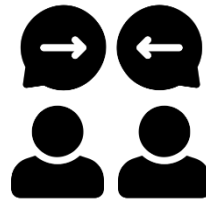
Or your company has an employment, commissioned work, appointment, dispatch, contracting, special agreements, or other contractual relationships with the pan-public sector



Corruption and
malfeasance



Harboring
criminals



Conflicts of
interest



Illegal
procurement



Damage
public welfare

If you discover that personnel in the pan-public sector have violated the law



Supervisor,
head



Prosecutorial
agencies



Judicial police
agencies



Competent
Authority



Control Yuan

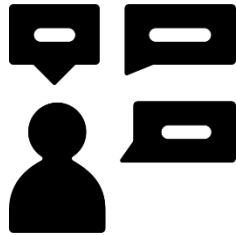


Government
Employee
Ethics Unit

And if you make a real-name report to the agency responsible for receiving whistleblowing reports



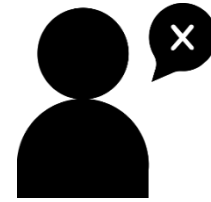
Then you are a whistleblower



Expose the
above-
mentioned
violations



Cooperate in the
investigation of the
above-mentioned
violations or serve
as a witness



Refuse to
take part in
the above-
mentioned
violations



Seek remedy after
suffering adverse
treatment

When you take these actions



Terminate (contract),
demote, or punish



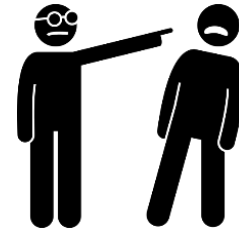
Deduct salary,
fine, or reduce
bonus



Take away
privileges

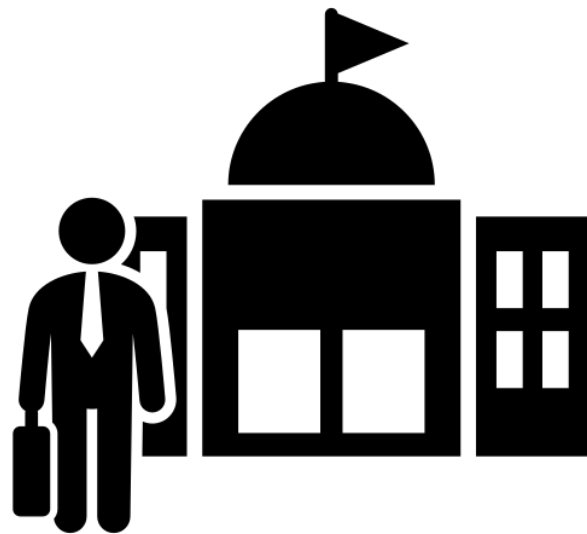


Make adverse
changes in workplace
location or job duties

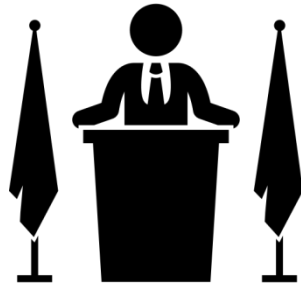


Unlawfully disclose
the whistleblower's
identity

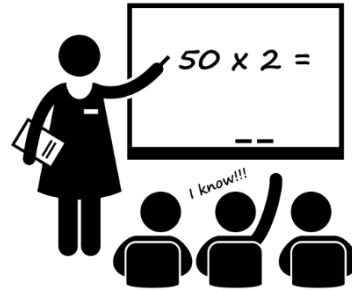
and receive adverse treatment



If you are a civil servant who is
whistleblowing



Civil Service
Protection Act

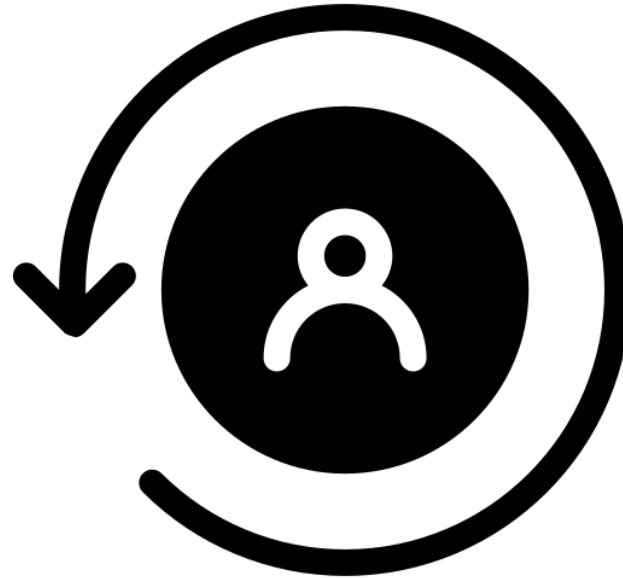


Teachers' Act



Armed Forces
Disciplinary
Punishment Act

Please file for administrative remedy
according to your original identity



From the day the government agency (institution) makes the decision that there are grounds for administrative remedy and to restore your original status

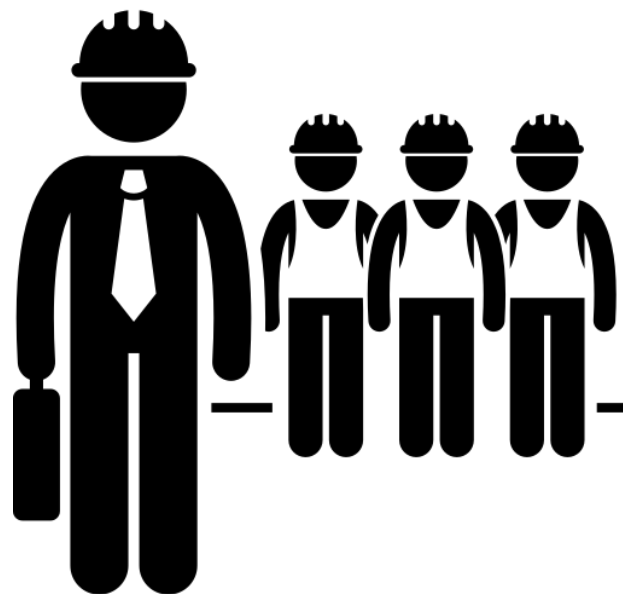


Back pay and
compensation for
property losses



Compensation for
non-pecuniary
damages and
restoration of
reputation

You may seek compensation within 6 months



If you are not a civil servant who is
whistleblowing



Terminate employment
contract without notice
within 30 days



Seek severance pay within 6
months, pension, and
compensation equal to 6
months' wages

You may choose to terminate your employment contract within 30 days



Reinstatement
to the position
or job duties



Restoration of
seniority, privileges,
or bonuses

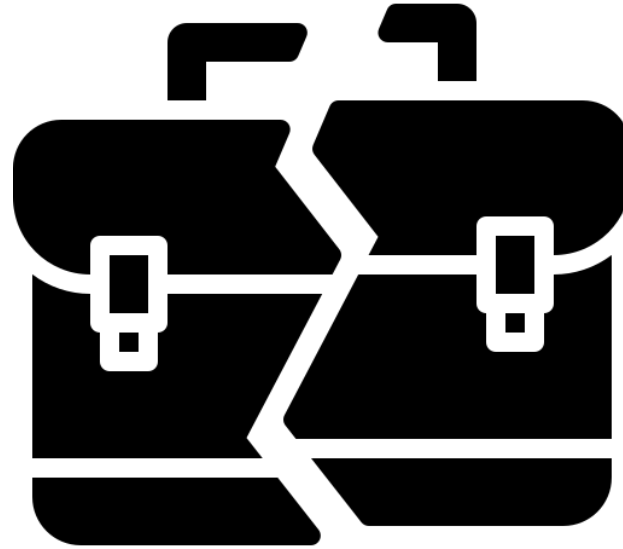


Back pay and
compensation
for property
losses

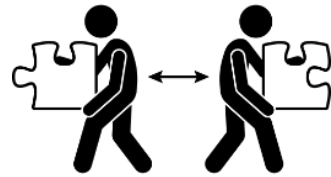


Compensation for
non-pecuniary
damages and
restoration of
reputation

**or choose to make these requests within
6 months**



**If reinstatement is clearly factually
difficult**



Agree to terminate the
employment contract



The employer shall pay
severance pay, pension,
and compensation equal
to 12 months' wages

The parties may agree to terminate the employment contract

**Support whistleblowing; the
law is on your side.**