

Building Equality on Campus

How to Respond to Sexual
Harassment and Violence



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Introduction

To members of the SNU community

It is important for the members of the community to respect each other's gender and cultural difference, form equal relationships, and keep those relationships built on trusts.

We meet countless people and form diverse relationships on campus. However, not all encounters may leave you a pleasant experience. It is sometimes because we still view sexual harassment/violence in different ways, based on gender stereotypes and biases deeply embedded in our society.

Your responsibilities as a member of the community

How should you respond to a sexual harassment/violence case on campus as a member of the community? You may have a hard time to figure out how to react because you are not sure about the nature of the case: whether it is just a misunderstanding, personal tension, or an old custom to challenge and throw away. You may also ponder about what you can do when the issues are hidden and silenced due to a community culture.

It is everyone's responsibility to make an equal and inclusive campus environment by relentlessly reflecting on problems within our community and taking actions accordingly.

Gender Structure and Gender-based Violence

Gender Structure

- Dividing people into the two groups: women and men .
- Placing different values and roles according to the distinction in hierarchical ways

Gender-based Violence

- Violence based on the unequal gender structure.

- The more inflexible the gender structure is, the higher the level of gender discrimination experienced by the members of the society is. However, it is difficult for an individual to acknowledge the influence of gender structure in our daily lives due to the long history of rendering it “normal.”
- Around the campus exist diverse types of relationships. We have to think about why some people are still excluded, disregarded, and denied access to many networks and resources based on their gender.
- Collective effort is a number one priority necessary to create equal campus environment. This goal not only requires each individual’s reflection, but also communal efforts to redress the gender-based inequality which has not been taken seriously in the community.

Understanding Sexual Harassment/Violence

What is Sexual Harassment?

Sexual Harassment

In public spheres, such as workplaces, public institutions, and schools, sexual harassment means:

- Violating an individual's sexual self-determination by uninvited words and actions
- Violating an individual's various rights, such as the right to work and the right to education, based on gender discrimination

- Sexual harassment is regulated by the Framework Act on Gender Equality (2014), the National Human Rights Commission of Korea Act (2001), the Equal Employment Opportunity and Work-Family Balance Assistance Act (2001).
- The court defines sexual harassment as “a verbal or physical behavior of sexual nature or a demand that makes the other party feel sexual humiliation or aversion.” It includes cases where one puts the other party at a disadvantage for not complying with those demands.

※ The Supreme Court Decision 2017Du74702 (April 12, 2018)

- Seoul National University defines sexual harassment as “creating unfair environments on the basis of gender” to provide wider protection.

<Seoul National University Human Rights Center Regulations Article 2-2>

The term “sexual harassment” refers to any act which causes a sense of sexual humiliation, shame, or aversion, regardless of whether the said act constitutes a sexual offense under the Criminal Act of the Republic of Korea. This includes, but is not limited to, the following acts:

- (a) Infringing upon the sexual freedom of an individual through verbal, psychological, and/or physical acts like demanding sexual acts without a consent;
- (b) Disadvantaging or seeking reprisal against an individual in academic assessment, employment, and/or personnel management on the basis of gender discrimination or on account of the said individual's rejection to the demands described in subparagraph (a);
- (c) Creating unfair environments on the basis of gender; and
- (d) Inflicting considerable harm upon the complainant through psychological intimidation, physical coercion or other such acts by those who sympathize with the harasser

- The most important point in making a judgment on sexual harassment is the effect of those behaviors on the other party rather than the intention of the doer.
- We should be able to apologize and look back on our behaviors when they make other people to feel uncomfortable, even when we did not intend to.



Let's challenge preconceptions about Sexual harassment!

Q. Is an act still sexual harassment even if it was not intended?



A. Yes. The impact and the consequence of a behavior on the other party are considered more importantly than whether you did it on purpose when it comes to judging on sexual harassment. Therefore, your action can be considered as sexual harassment even if you did not intend to do harm to someone, in case it violated the other person's sexual self-determination given the relationship between the parties involved, the surrounding atmosphere and social environment, and the situational context of that moment.

Q. Is sexual harassment less serious than sexual violence?



A. No. It is a common misconception that sexual harassment, such as jokes without any physical contacts, are less serious than sexual violence. Certain cases of visual, verbal, physical types of sexual harassment can be legally punished if the behavior constitutes sexual violence according to the Act on Special Cases Concerning The Punishment, etc. of Sexual Crimes (2010). Also, one cannot say sexual harassment only leaves petty damages since those incidents happen inside the community of which you are a part.

What Is Sexual Violence?

Sexual Violence

- Mental, verbal, or physical violence that violates one's sexual self-determination, without her/his/their consent or against her/his/their will

- All sexual words and behaviors that infringe another person's sexual self-determination can be considered as sexual violence. These actions are punished as sex crimes in accordance with the Act on Special Cases Concerning The Punishment, etc. of Sexual Crimes (2010), or criminalized in the Criminal Act (1953) and the Act on Promotion of Information and Communications Network Utilization and Information Protection, etc (2001).
- It is common to think of some sort of physical violence such as 'rape' or 'sexual assault' when you hear the word sexual violence. These days, however, the concept of sexual violence has been broadened beyond physical violence or sexual crime defined by law. It now includes a wider range of violence including psychological and verbal cases as well.

It is still sexual violence even if there was no physical contact!

For example:

- ▶ Repeatedly making sexual jokes that makes the other person uncomfortable and creates a hostile environment
- ▶ Sending sexual images or texts to the other person via instant messaging or email

- It does not have to involve extreme violence, such as beating or threatening. Speeches and actions not based on a mutual, informed, and affirmative consent/agreement constitute an infringement of others' rights. It is also applied to situations where one party cannot express their opinions freely.
- Everyone has the right of sexual self-determination, which is the right to make choices on one's sexual life and orientation, and to decide with whom, when, and how to form intimate relationships. It is one of the fundamental rights protected by the Article 10 of the Constitution (1987) and must be respected for everyone.

Sexual Harassment and Sexual Violence refer to:

- Infringing another person's sexual self-determination with uninvited and unwanted sexual words and behaviors

Types of Sexual Violences



- Repeatedly making uninvited and unwanted sexual jokes
- Uninvited sexual comments or posts on social media.



- Sexual acts against the other person's will



- Spy Cam
- Distributing videos or photos without one's consent

Sexual Harassment/Violence Cases around the Campus

We want equality in the classroom!

Verbal sexual harassment in class



"I was wearing a top that shows my shoulders one day and the professor scolded me, saying that it doesn't even look like I am wearing anything. The professor said "why don't you just take everything off then? You look like a hooker."

Excluding certain groups of people based on gender-discriminative prejudices



"People often say that they don't want to hire women for research positions because girls are not loyal enough. They even call men who were exempt from the compulsory military service sissies."

Sexual harassment using class materials



"During a class presentation, one of the project group's name was a word play drawn from an old misogynic saying proverb. It was so problematic so I brought up that issue, but they insisted that it had a different meaning and I was too sensitive, even getting aggressive to me."

- Have you ever said or did something that may have excluded or discriminated others based on gender stereotypes or prejudices? Things that you have taken for granted may have infringed others' human rights and sexual self-determination rights.
- Let's reflect on our language and be reminded that advice, praises, or reprimands should not involve sexual jokes or discriminatory and hateful speech.

Ex "Were you born with a silver spoon in your mouth or what? Don't you think at least you have to perform better in your studies? You shouldn't be so relaxed like that without any sense of crisis."

→ "It seems you are having a hard time concentrating these days. Is there anything troubling you? I would like to see you focus more on your studies."

Ex "You're good-looking and you have a nice body. You are so good at everything. Nice job."

→ "Your precise work was a huge help. Thank you so much."

Some meetings can be unpleasant for some people!

It is not okay to playing sexually-nuanced games at campus community events!



"When we play games, everyone takes couple-shots and lewd requirements for granted as a part of the games. It is very upsetting that they force others to make intimate physical contacts in front of everyone, even if it is between an actual couple."

It is not okay to force others to drink!



"One of the seniors was really drunk and touched the waist of my friend sitting next to him. She got so angry at him right away, but others were saying that it was not nice of her to get angry at him like that even though the senior did something bad."

It is not okay to make such excuses as that you were only drunk!



"I was going to get some sleep because I was a little drunk. But someone came along and tried to touch me, lying down next to me. I pushed him away, pretending to try to turnover, but he kept doing that. So I had to go to the other room and lock the door."

- College MT(Membership Training) is the most representative event to build friendship and the sense of community among students. We now have to think about many problems that may occur during many group activities including MTs, club meetings, personal gatherings, and so on.
- Most of the issues arises when the community meet up and drink together. Shouldn't we take a moment to reconsider the drinking culture on campus so that one's wrongdoing cannot be excused by being drunk?

- Not everyone enjoys the games that include too much of physical contact, although they are often played at MTs and drinking gatherings. We need to come up with other games that everyone can enjoy.
- It is a common perception that people should get closer to each other while drinking together. Would those who do not drink for religious or health-related reasons or even the ones who simply do not enjoy drinking agree on that idea? Respect, rather than drinking per se, should be at the center of relationship-building.
- A community culture that excludes, discriminates, or makes someone to feel uncomfortable should be changed for everyone's sake. We need a culture in which everyone can speak up about any issues they might have with the community!

Spycam is a crime even if you were going to watch it only yourself!

Photoshooting or filming others without asking cannot be excused in any circumstances.



“I was studying in the library and realized that someone was taking of a picture of me. I was so upset and told him to delete those photos but he blatantly asked for my phone number, saying that he took a picture of me because I was his type.”

Unconsented photoshopping is never acceptable!



“I uploaded photos from my family trip on social media. But one of my acquaintances cropped my face off from the photo and merged it with a celebrity’s ‘sexy photo.’ I am so upset even if it was just a prank... but I don’t know what to do.”

It is not OK to share images illegally filmed without consent!



“Illegally filmed images (e.g., spycams and porns) are often shared in a group chat for my cohort. It is actually very uncomfortable for me but everyone says inappropriate things all the time, so I could not say anything.”

Are we using digital devices appropriately and safely?



Spycam Crimes(a.k.a 'molka')

1. Taking photos of another person's body, which may cause any sexual stimulus or shame against the latter's will, by using a camera or similar mechanism, or distributing, selling, leasing, providing, or openly exhibiting or screening the photos so taken
2. Even though taking photos under paragraph (1) was not against the will of the person photographed at the time of taking such photos, distributing, selling, leasing, providing, or openly exhibiting or screening any photos of the former's body so taken, against the former's will
3. Threatening, forcing or committing other crimes in regards to disseminating the images.

Article 14, The Act on Special Cases Concerning the Punishment, ETC of Sexual Crimes (2010)

1. It is a serious crime to photograph or film a part of someone's body or create sexual images without their consent. Spycamming is a crime that intrudes other's privacy, personality rights, and human dignity and values.
2. The images can be distributed very quickly through online media and can be reproduced constantly, causing unpredictable damages.

3. The images created with spycams are often used to threaten the victim. In particular, perpetrators sometimes threaten the victims to engage in unwanted sexual acts or prostitution in fear of the further distribution of those images.
- One of the biggest issues with sexual violence in online spaces is that its damage may go beyond the initial act of filming and distributing an image, but to further defamation using photoshopped fake images.
 - You must not use others as a tool for your sexual or financial interest.



How to Deal with Sexual Harassment/Violence

When victimized

● Take care of yourself

- The number one priority is to take care of yourself if you are victimized by sexual harassment/violence. Remember that is not your fault. It would be necessary to ask for help to friends, families, and the ones you can trust while you seek assistance from institutions immediately.
- Document the dates and times of the incident in detail and keep any evidences such as text messages and voice recordings of conversations.
- Reaching out to an institution does not necessarily mean that you are getting into an official procedure of investigation/remedy. When needed, ask for further protection and resources, for example from police and other relevant institutions.

● In case of emergency

- If it is an emergency, immediately call 112 (police), or Women's Emergency Call (1366) to get appropriate help.

- In case of rape, do not wash your body and go to medical institutions as soon as possible for proper treatments and tests. Also make sure to receive a medical certificate.
- Store the clothes you were wearing at the time of the incident and all the evidences in a paper bag that is not plastic-coated.

When alleged as a perpetrator

● Try to see your behaviors objectively

- It is easy to deny the fact that you may have abused someone at the moment of allegation. You might do so because you are embarrassed. However, denying what you did or blaming the victim would only worsen the situation.
- You always have to be keen on your words and actions not to discomfort other people.

● Stop secondary victimization



Secondary Victimization by the perpetrator

- ✓ Forcing the victim to forgive the perpetrator even when she/her/they does not want to, or contacting the victim without consent
- ✓ Circulating a partial narrative of the case within the affected community
- ✓ Distorting the case, blaming the behaviors of the victim, spreading vicious rumors. etc.

As a witness

● If you have witnessed sexual violence

- Inform the perpetrator that there is someone watching as far as you feel it would not do harm to yourself. If it is an emergency, call 112 immediately for help.

● If you have witnessed sexual harassment

- If you have witnessed unwelcome verbal or physical conducts, you have to keep the harasser from the victim. It may be difficult to do by yourself. Seek for resources with your colleagues.

- Discuss additional measures for prevention and get supports from relevant institutions.

- Inform the victim that you have witnessed it and are willing to help.

As a supporter

● If you are a friend of the victim

- Victims tend to feel empowered and supported by having someone who can listen to their stories without a prejudice.

- Help the victim not to blame herself/himself/themselves. Assist your friend to take necessary steps to solve the case. It is also necessary to provide them with information so that they can connect with relevant institutions and resources.

● If you are a friend of the perpetrator

- Defending the perpetrator to make him/her/them feel better may only discourage him/her/them from admitting the wrongdoing. It is also a form of secondary victimization of the survivor.

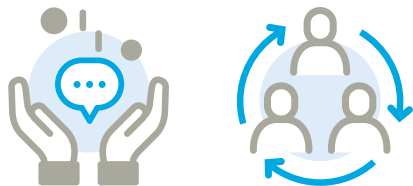
- The supporter's role is to help the perpetrator to see his/her/their action objectively, acknowledge any harm done, take responsibilities, and put efforts to change.

Secondary victimization committed by witnesses

- Covering up the wrongdoings and defending the perpetrator by saying things like "He's always like that. He was just being him"
- Trying to close the case by saying "you should just go easy on it (because it is not a big deal, or because it does not help the group)."
- Standing up for the perpetrator and denying that the victimization happened by saying "he wouldn't do such a thing."
- (when you don't know about the case) Sniffing around about the case or spreading rumors about it
- Being aggressive or complaining that yourself got disadvantaged because of the case

As a member of the concerned community

- Thinking about what should be done after the case on the community level is as important as the resolution of the case itself. It is necessary to reflect on the community culture and improve it because any case of sexual violence can hurt everyone in the community.
- It is important to have an accepting and empathetic toward those who bring up issues. Every community can benefit from constantly questioning the predominant culture within its space. You should not judge others for being “too sensitive” just from your own perspective.
- By sharing these experiences, you may learn how to respect and communicate better with each other. In a sense, it makes a good opportunity for a community to grow and become more mature. We should ponder what are needed for the sake of communal and transformative justice.



Our promises

1. Check on your words and behaviors and see if they may discomfort others.
2. Try not to cover up a problem within your community nor to force others to do so.
3. Bear in mind that everyone has a right to research, study, and work without being subject to harassment.
4. Avoid making interventions unwelcome by the victim, such as defending the perpetrator, blaming the victim, and hastily attempting to mediate.
5. Ask yourself these questions before any move for intimacy.
 - Have I expressed what I want?
 - Do I know what the other person wants?
 - Am I sure that the other person consented?
 - Have we both (myself and the other person) made a free and informed consent? Aren't any of us too drunk or practically asleep?
6. Be keen on to nurture a community culture that welcome any member's expression including complaints.
7. Create an equal campus culture and make an effort to form a community where everyone is respected.

The Role of Community Members to Prevent Sexual Harassment/Violence on Campus

Constant Reflection on the Culture of Your Community

- Each and every one of us needs to work for the prevention of sexual harassment/violence on campus. It is because those cases hurt not only the immediate victims but also the entire community.
- Covering up a problem does not help the community. We need to look at the case from the victim's point of view and facilitate the community restoration for the perpetrator.
- When a problem arises, we should look for a cause and address it. Communities with a fair procedure for problem-solving earn trust. These shared positive experiences help to prevent sexual harassment/violence in the future.



- It is not easy for a survivor to speak up when they/she/he is victimized in a community in which multiple power relations intersect.
- We have to reflect on the community culture ourselves. For example, can people speak up freely in the community? Everyone has to work harder to constantly check on the community culture and promote democratic communication and mutual respect.

About SNU Human Rights Center

SNU Human Rights Center is an institute for the protection and promotion of human rights of all members of the university.

Counseling Service

It is difficult for an individual victim to deal with sexual harassment/violence or human rights infringement by themselves due to mental pressure. We provide counseling for psychological and other kinds of support that are needed to address the issue. You may get counseling from experts via phone, emails, or in person at the Human Rights Center. We handle any personal information and the content of counseling in a confidential manner.

Investigation and Support for Victims

- We provide support for solving psychological, legal, and/or medical issues that victims of sexual harassment/violence may have as a consequence of the victimization.
- We investigate cases of sexual harassment/violence

and human rights infringement reported to the Center in accordance with the SNU Human Rights Center Regulations.

Counseling Service for Sexual Harassment/ Violence and Human Rights Infringement

TEL : 02-880-2422~5

Email address : helpme@snu.ac.kr (for sexual harassment/violence) / helpyou@snu.ac.kr (for general human rights infringement)

In-person consultation : 3rd floor, Bldg. 153 (You need to make a reservation beforehand via phone or email.)

Human Rights and Gender Equality Education

We have an integrated education program on human rights and gender equality.

- Every member of the university is obliged to take the course every year according to the law.

On-site Education - We cover four themes mandated by law--sexual harassment, sexual violence, prostitution, and domestic violence. Our program also includes other themes, such as, human rights, awareness-raising, post-victimization management, and so on. We can also provide customized training courses, lectures, and workshops.

Online Education - SNU Human Rights Center develop and distribute online Human Rights and Gender Equality education every year.

- You can access the Online Human Rights and Gender Equality education system at <http://helpms.snu.ac.kr>.

Contacts for On-site Human Rights and Gender Equality Education

TEL : 02-880-2427

Email address : hrcedu@snu.ac.kr



Human Rights Research

Various activities and research on human rights

- Connecting students with human rights organizations for volunteering opportunities
- The Human Rights Research Project Contest, Human Rights Thesis Award for Graduate Students, etc.
- Open Human Rights Lecture, International Conferences, Human Rights Forums, etc.

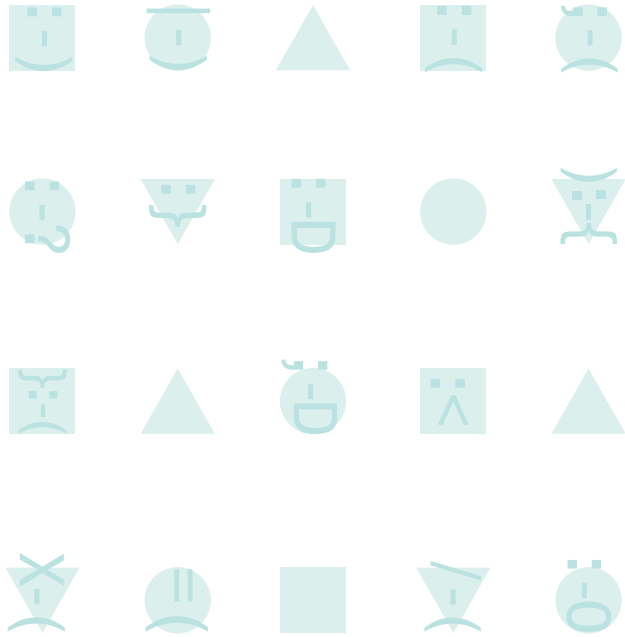
For News and Events for Human Rights Research and Lectures:

- SNU Human Rights Center website (<http://hrc.snu.ac.kr>)
- Facebook page (<https://www.facebook.com/HumanRightsCenterSNU>)

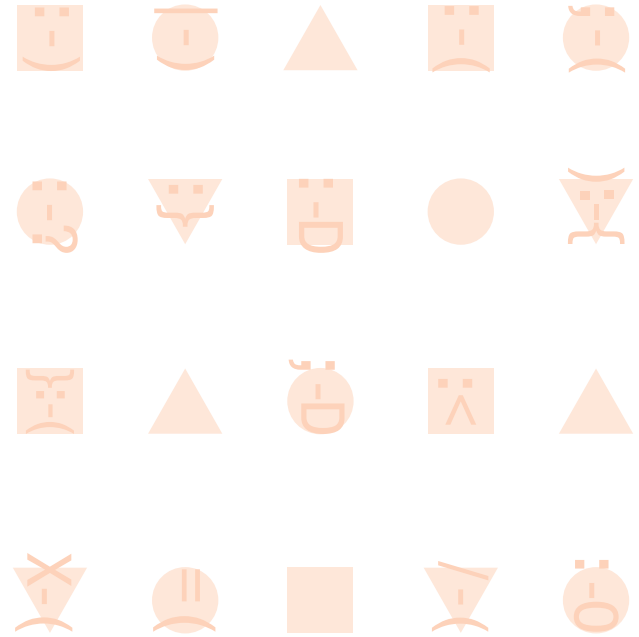


Local and National Institutions for Additional Resources

Institutions	Contacts
SNU Campus Police	02-880-8119
Police	112 Gwanak Police Station: 02-874-0112
National Human Rights Commission of Korea	1331
Center for Digital Sex Crime Victims	02-735-8994 (women1366.kr/stopds)
Women's Emergency Call	1366
Korea Sexual Violence Relief Center	02-338-5801 (sisters.or.kr)
Korea Women's Hot line	02-2263-6464,5 (hotline.or.kr)
Women Link Consulting Center for Sexual Violence	02-335-1858 (womenlink.or.kr)



How to Respond to Sexual Harassment and Violence



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Illustrator_Young-Hee Shin

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