

Do you feel that you have experienced harassment and need to talk to someone?

Who can seek help about harassment?

- All members of the Seoul National University (SNU) community, whether students, faculty, or employees, can seek help from the Human Rights Center (HRC) and get advice about how to proceed.
- Anyone studying or working at SNU, whether full time or part time, can consult with the Human Rights Center.
- Third parties are also welcome to report harassment and seek assistance on the victim's behalf, provided that they have obtained the victim's consent.

What should be reported?

- Any instances in which a person suffers physical and/or emotional injury, and/or disadvantage in his/her work, education, research, or learning due to someone who has taken advantage of their superior position or rank and has conducted themselves in a manner less than appropriate or warranted for work, education, research, or learning, can be reported as harassment.
- "Superiority in rank, relationship, etc." here refers not only to someone's official position or role, but also **greater authority, knowledge, or seniority in a given situation** or if there are a larger number of offenders than victims. Whether or not the respondent(s) intended to inflict such harm, when someone is considered to experience disadvantage or suffering from the perspective of an average person in the same situation, it constitutes harassment.

What kind of help can I get?

- The university may implement interim protective measures, for example, a non-contact measure can be put into place in order to separate the respondent from the complainant ensuring that the two do not share the same space or come into contact with each other.
- Psychological support, legal aid, and counseling on effective countermeasures can be provided for the complainant to help with recovery.
- Seeking a resolution through, such as mediation or delivery and, if necessary, recommending a disciplinary proceeding.
- If a determination has been made that the University's Rule has been violated, the offender is given opportunities and tools to enhance his/her awareness of his/her own conduct and required to receive education on preventing recurrence.

“ The campus is a place to learn, teach, live and work. It is up to us to ensure that everyone's human rights are respected on our campus.”



How about your understanding of harassment?

Scan the QR code to check your level of awareness with our self-assessment checklists:



The HRC is here to listen to you.

Report violations of human rights, sexual harassment and violence, and workplace/academic harassment, and receive counseling.

- Tel. 02-880-2422~2425
- Email : helpme@snu.ac.kr / helpyou@snu.ac.kr
- In-person visits : 3F, Ujeongwon (Building 153) (Call or email ahead to make an appointment).

Ombudsperson

- Tel. · 02-880-2007~2010
- Email : · ombuds@snu.ac.kr
- In-person visits : 4F, Ujeongwon (Building 153) (Call or email ahead to make an appointment).

Request offline 'Human Rights/Gender Equality Education'

- For inquiries : 02-880-2427, hrceedu@snu.ac.kr
- For online courses : <http://helpims.snu.ac.kr>

Human Rights Center

3F Ujeongwon (Building 153), Seoul National University, 1 Gwanak-ro, Gwanak-gu, Seoul (<http://hrc.snu.ac.kr>)

No to Harassment!
Respect for Human Rights!



Let us Make Our Campus a Place Where Everyone is Treated with Respect



 SNU HUMAN RIGHTS CENTER

What is harassment?

Academic harassment

Academic harassment refers to any act through which one or more members of the learning community cause physical or mental suffering to other member(s) or deteriorate their work, teaching, research, or learning environment beyond the appropriate scope of work, teaching, research, or learning by taking advantage of their superiority in rank, relationship, etc. in the university.

Workplace harassment

Any act through which employers or employees cause "physical or mental suffering to other employees or deteriorate the work environment beyond the appropriate scope of work, by taking advantage of superiority in rank, relationship, etc. in the workplace" (Article 76-2, Labor Standards Act).

Examples of harassment



Below are some examples of academic/workplace harassment on campus. Nonetheless, the detailed facts and overall conduct are carefully reviewed in each report of an incident in order to determine whether this incident constitutes harassment.

Gender-based harassment

- Gender-based discrimination in treatment, verbal remarks, utterances, etc.

Physical harassment

- Aggressive and threatening behavior, such as hurling objects, pounding on a table with a fist, throwing documents, yelling, or beating someone with the hands or kicking with the feet

Verbal harassment

- Verbal abuse, insults, and defamatory remarks online and off
- Spreading gossip and/or uttering statements that denigrate and humiliate the other person's abilities and dignity
- Unpleasant/aggressive jokes or unfair criticism and reproaches

Examples of work-related harassment

- Allocating a workload that is objectively excessive and impossible to perform in nature and using harsh discipline and/or disadvantage for failing to perform tasks
- Requiring someone to run personal errands for a superior
- Repeatedly making someone, without justifiable cause, do jobs that one's superior/senior is supposed to do
- Making someone work unnecessary overtime at night or on holidays
- Requiring someone to work that have little or no correlation to the person's field of specialization or specified job
- Causing someone to repeatedly handle tasks or jobs, without justifiable reason, that are too easy or menial in nature to fit the appropriate scope of the work involved
- Excluding someone from important information and decision-making regarding work, research, or education or blocking someone's access to needed supplies, equipment and/or networks, all without justifiable reason
- Compelling someone to move to another department, retire, or drop out without justifiable reason
- Subjecting someone to unnecessary discipline, including forcing someone to write an apology, without justifiable reason
- Surveilling someone during their work or break time
- Disclosing the identity of, and criticizing, someone who reports workplace harassment
- Denying someone their entitled vacation time (including maternity and parental leave) without justifiable reason
- Refusing to provide someone with necessary safety training or protective equipment in a work or research environment where risk of injury exists

Bullying

- Act of ignoring or isolating someone in a group
- Making someone participate in, or attend, group activities like company dinners, drinking, smoking, etc. against that person's will, threatening to disadvantage or harm that person if he/she fails to comply

Personal harassment

- Excessive and repeated questioning about or intervening with someone's intimate relationships, marital status, religion, political or ideological view, family situation, appearance or looks
- Spreading gossip about someone's personal choices or lifestyle.



Some acts of harassment are not only the violation of the university rule but also the prohibited acts under criminal law (e.g., assault, battery, defamation and slander, blackmailing) Report instances of harassment to the HRC and receive the help you need in order to find the most timely and appropriate course of action.

What should we do in response to harassment?

	If you have experienced harassment	If you have witnessed harassment
step. 1	Don't blame yourself. Respect and take care of yourself.	Ask the victim if he/she needs your help, and listen carefully.
step. 2	Ask someone you trust for help, and keep records of the instances you experienced.	Inform the victim that he/she can receive counseling and help at the HRC as well as the on-campus Counseling Center.
step. 3	Contact the HRC for counseling, and seek appropriate action. You can always receive counseling anonymously without filing an official report.	Take note of what you have witnessed. Tell the victim you are willing to testify on his/her behalf. Respect the will of the victim and provide support.

Where can I find the help I need?

- The HRC can provide support for victims by ensuring protection within the campus community and investigate the case. If considered necessary, a disciplinary proceeding against the respondent will follow.

- Persons who qualify as workers as defined under the Labor Standards Act may file official complaints with the Ministry of Employment and Labor. Victims of harassment that can also constitute a crime may also seek legal remedy.

The HRC will help victims decide what needs to be done to ensure their protection, resolve the case, and seek external help and resources.