



Ten Tips for Preventing Sexual Harassment

○ Respecting the dignity and worth of individuals is the first step to prevent sexual harassment.

- 01 · Do not engage in uninvited physical contact with students, staff or colleagues.
- 02 · Do not make sexually offensive comments or jokes during lectures or conversations.
- 03 · Do not make comments or jokes about someone's physical appearance that may make the person feel uncomfortable or displeased.
- 04 · Do not pressure students to drink or pour alcohol for faculty at 'membership training' (MT) or any other social gatherings.
- 05 · Do not ask sexual questions, such as questions about someone's sexual history or their sexual orientation.
- 06 · Avoid texting or calling students, staff or colleagues for personal reasons at a late hour.
- 07 · Be careful when you drink. Intoxication is not a defense to sexual harassment.
- 08 · Avoid escorting a student in a taxi or giving a ride to a student on an individual basis at a late hour.
- 09 · Leave your office door open when alone with a student, staff or a colleague.
- 10 · Do not assume that someone's silence in response to your verbal or physical conduct is his/her consent.



If you think you have created an unintended situation or when the opposing party has expressed displeasure, it is highly recommended that you clarify the situation and apologize immediately to the opposing party.



KAIST Online Violence Prevention Education

The KAIST Online Violence Prevention Education System (humanrights.kaist.ac.kr) provides video courses to prevent sexual harassment, sexual violence, prostitution, and domestic violence and improve human rights.

The Center for Ethics and Human Rights

is committed to protecting the human rights of all members of the KAIST community and inculcating academic, professional, and research ethics. The center conducts the following activities in relation to human rights /grievances, sexual harassment/sexual violence, and corruption/ethics:

- Research and policy development
 - Online/offline prevention education
 - Case registration, counsel, processing, etc.
- (All personal information obtained is confidential)

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For Faculty

Sexual Violence Prevention Guide

Together we can make our campus a safer place!



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Center for Ethics and Human Rights

Types of Sexual Violence

Sexual Harassment

Any unwelcome sexual behaviors that make a person feel sexually shamed or offended.

Verbal Sexual Harassment

Making offensive jokes of a sexual nature
Making sexual comments about a person's body
Asking personal questions or spreading rumors about a person's sex life
Forcing a person to pour drinks or dance at group dinners
Any verbal behavior that would cause a reasonable person to suffer sexual shame or offense

Visual Sexual Harassment

Public display or showing of sexually suggestive photographs, pictures, drawings, publications, etc. (including sending through media)
Making sexual gestures such as exposing or touching of one's own body parts

Sexual Molestation

Initiating unwanted physical contact for one's own sexual pleasure that results in the other party feeling sexually shamed or offended

- Physical contact such as kissing, hugging, holding a person while standing behind him/her, etc.
- Touching of certain body parts such as chest and buttocks

Sexual Assault

Any kind of sexual contact against a person's will and without consent

- In law, this refers to rape, sexual assault, and sexual coercion. Recently, any unconsented sexual act has been recognized as rape and forced molestation, even in the absence of physical force and threat.
- Recording video or audio without consent and/or distributing sound or image without consent of all parties involved

Intimacy and Sexual Harassment

- ✓ To distinguish between sexual harassment and an expression of intimacy, you must first consider the feelings of the other party.
- ✓ Sexual harassment is one-sided sexual speech or behavior that disregards an individual's sexual autonomy and should be seen as a violation of human rights.
- ✓ When submission to, or rejection of, sexual conduct affects a person's employment, education, and participation in a University activity, the conduct is considered as sexual harassment.

STOP

How do you know when you have been given consent?

Sexual harassment is determined by the absence of consent.

It is harmful to apply subjective interpretations to non-verbal acts or silence and construe them as consent.

The only way to be sure is to ask: "No" means "No."

Standards for Consent

1. YES means YES only when it is OK to say NO. Consent must come from an individual's choice. Consent obtained through coercion is not consent.
2. A 'yes' said under a state of physical/mental impairment and other situations of impaired judgment is not true consent. Actions or speech made when the other party is intoxicated or not fully conscious is not consent.

How is sexual harassment determined?

Victim's Perspective

The perspective of the victim is the most important standard to determine sexual harassment. Regardless of the perpetrator's intent, if the victim felt sexually shamed or offended, the act is considered as sexual harassment.

Reasonable Person Standard

Reasonable person standard is also critical in determining sexual harassment. Sexual harassment includes any conduct that would cause a reasonable person to suffer emotional distress.

In situations that feel like sexual harassment

- Clearly express your objection.

When it feels like an act has gone too far and sexual harassment has taken place, or when you have been subjected to unwanted sexual contact, voice your objection firmly and seriously.

- The recipient of the objection must stop and apologize.

The offender must take the objection seriously, immediately stop the act in question, and apologize for the offense caused.

Case Reporting and Processing

Sexual violence cases are resolved according to the following procedure within the University.

