

Regulations on Gender Discrimination Prohibition and Relief

Established Sep. 1, 1999

Article 1 (Purpose) The purpose of these regulations is, in accordance with the principle of gender equality, to prevent gender discrimination in employment, education, provision and utilization of goods, facilities and services, and enforcement of laws and policies and, thus, to realize gender equality by means of remedial measures for victims of discrimination.

Article 2 (Scope of Application) These regulations shall apply to the members of the Pohang University of Science and Technology (hereinafter referred to as “University”) including visiting faculty, teaching assistants, enrolled students of University, and any and all staff members including temporary posts.

Article 3 (Prohibition of Gender Discrimination in Employment) The University shall ensure gender equality in employment opportunities and treatment and must refrain from practicing gender discrimination in employment, promotion, wage, transfer, dismissal, retirement, etc.

Article 4 (Definitions in Employment) The definitions of terms used in the “employment” area in relation to prohibition of gender discrimination are as follows:

1. “Employment” shall include any and all forms of labor contract relations such as full-time regular assignments, temporary assignments, contracts, etc. of the University and any and all processes ranging from a labor contract such as recruitment and hiring to termination of a labor contract and completion of the procedures arising from the foregoing process.
2. “Recruitment and hiring” shall mean any and all employment processes of the University that lead to conclusion of a labor contract including a recruitment through advertisement in the newspapers and the broadcasting media, a direct recruitment or entrusted recruitment, hiring based on relationship, and job-offering through a public employment service agency or a person who engages in the staffing service business.
3. “Wage” shall mean any and all types of money and articles under such names as wage, salary, etc. provided by the University to its members for the services rendered.
4. “Promotion” shall mean the upward movement of a member of the University to whom salary is paid from a post in the lower grade to a post in the higher grade within the University.
5. “Placement” shall mean assigning or the state of assigning an employee to a position such as placement of a newly hired person, transfer, post change, secondment, etc., wherein the details of the duties to be performed and place of work become important elements.
6. “Termination of employment” shall mean that labor relations are terminated on the grounds of having reached the retirement age or expiration of the fixed period as specified in applicable laws, employment regulations, collective agreement, etc., termination by mutual agreement, resignation, etc.
7. “Dismissal” shall mean termination of labor relations following a unilateral declaration of intention on the part of a public agency or an employer without the consent of the employee.

Article 5 (Prohibition of Discrimination in Education) The University should not practice gender discrimination in the opportunities, conditions, methods, etc. of education.

Article 6 (Definitions in Education) The definitions of the terms used in the area of “education” in relation to the prohibition of gender discrimination are as follows:

1. “Education” shall refer to the education provided by the educational institutes installed pursuant to relevant laws such as the Elementary and Secondary Education Act and Higher Education Act which are based on the Framework Act on Education, Social Education Act, and Vocational Education and Training Promotion Act, and the vocational education and

training implemented by a public agency or an employer to educate and improve an employee's knowledge, skill, attitude, etc. as necessary for getting a job or performing one's duties.

2. "Education opportunities, conditions, methods, etc." shall include the screening procedure for persons to be educated, contents of education, operation of educational course, evaluation of education, etc.

Article 7 (Prohibition of Gender Discrimination in the Provision and Use of Goods, Facilities, Services, etc.) The University shall not practice gender discrimination in the provision and use of goods, facilities, services, etc.

Article 8 (Definitions in the Provision and Use of Goods, Facilities, Services, etc.) The "provision and use of goods, facilities, services, etc." in relation to the prohibition of gender discrimination shall include money and articles, facilities such as buildings, provision of labor, etc., provided for promotion of welfare and accumulation of wealth of the members of the University.

Article 9 (Prohibition of Discrimination in the Enforcement of Laws and Policies) The University shall not practice gender discrimination in the performance of duties or the exercise of authority pursuant to regulations such as the school regulations, etc.

Article 10 (Definition in the Enforcement of Laws and Policies) The "enforcement of laws and policies" in relation to the prohibition of gender discrimination shall mean the performance of duties or the exercise of authority pursuant to the regulations such as the school regulations and the policies of the University.

Article 11 (Responsible Authority) The Faculty Affairs, the Undergraduate Student Affairs, and the Human Resources shall be exclusively in charge of faculty members, students, and staff members, respectively, in prohibiting gender discrimination; the functions of the authorities shall be as follows:

1. The authorities shall investigate gender discrimination cases (i.e. request for information regarding such matters.)
2. The authorities shall determine whether a case involves gender discrimination, arbitrate, make a recommendation of correction, and report it.
3. The authorities shall make recommendations or express their opinions to reform gender discriminatory laws, institutions or policies.
4. The authorities shall demand a report on the result of actions taken under Items 2 and 3 above.
5. The authorities shall establish and disseminate the standards and improvement guidelines for the prohibition of gender discrimination.

Article 12 (Report) A person who files a report with the authorities in charge of handling gender discrimination cases shall do so in writing, by telephone, in person, or using any other available means. The details received by other organizations than the authorities in charge such as the representative organization of school staff members, the representative organization of students, academic advisors, and the POSTECH Counseling Center, etc. shall be deemed reported; in this case, individuals or agencies that receive a report shall immediately notify the authorities handling gender discrimination cases, and the authorities shall immediately take actions on the received report.

Article 13 (Protection of Reporters, etc.) Reporters of an incident of gender discrimination shall be given the following protection measures:

1. A person in charge of or related to investigation of a gender discrimination incident shall not disclose the reporter's personal information without obtaining his/her consent.
2. No disadvantage such as intensive questioning, etc. shall be given to the reporter of a gender discrimination incident and the people related to the reporter in the process of investigation. However, this shall not apply if the reported contents are deemed forged or in case a justifiable reason is deemed nonexistent.
3. The University shall jointly guarantee protection for the reporter and the people who are

related to the reporter during and after the investigation.

Article 14 (Mutatis Mutandis Application) For matters other than those specified in these regulations, the provisions of the Act on the Prohibition on and Remedy for Sexual Discrimination and its Enforcement Decree shall apply *mutatis mutandis*.

Addendum

These regulations shall be established and take effect on September 1, 1999.

Addenda

1. These amended regulations shall take effect on June 1, 2001.
2. Internal Rules on Gender Discrimination Prohibition and Relief shall be changed to Regulations on Gender Discrimination Prohibition and Relief as of the day of amendment.