

Human Rights

Rights and Obligation of CNU Students

Human Rights Center at CNU

CONTENTS

- 01 Knowing Human Rights Infringement
- 02 Cases of Human Rights Infringement
- 03 Bill of Rights for Graduate Students at CNU /
Regulations for supporting student researchers
- 04 Countermeasures against Human Rights
Infringement
- 05 Human Rights Center



01 Knowing Human Rights Infringement

Infringement of personal security and personal rights

Infringement of liberal rights

Discrimination

Infringement of academic, research, and labor rights

Sexual harassment and sexual violence



Human Rights Infringement

Dignity, values, freedom, and rights as human beings guaranteed by the Constitution and laws of the Republic of Korea or recognized by the International Convention on Human Rights or customary international law
(including the right not to be subjected to **discrimination, verbal abuse and violence** that infringe on the right to equality)

01 Knowing Human Rights Infringement

Article 10. Constitution of the Republic of Korea

All citizens shall be assured of human worth and dignity and have the right to pursuit of happiness. It shall be the duty of the State to confirm and guarantee the fundamental and inviolable human rights of individuals.

01 Knowing Human Rights Infringement

Infringement of the safety of the body and personal rights

- Experience physical violence, such as disciplinary punishment and beating, or are threatened with physical safety
- Listening to personal insults, such as violence, abuse, etc

01 Knowing Human Rights Infringement

Infringement of the liberal rights

- Forced or interfered with personal, family, and religious life
- Interference or restriction on joining or engaging in students' self-government association, small groups, academic societies, etc
- Personal information is disclosed to others without consent
- Infringement of free time, such as having to go to the lab after work or on holidays

01 Knowing Human Rights Infringement

Discrimination

- Gender, age, and physical characteristics
- Sexual orientation
- Thoughts, political position, or religious beliefs
- School, University(undergraduate), major

01 Knowing Human Rights Infringement

Infringement of academic, research, and labor rights

- Being forced to take unwanted classes or take specific classes
- Being instructed to replace all or part of another person's paper, research, dissertation, etc
- Being directed to engage in unethical activities, such as unfair misappropriation of research funds or identity theft
- Being directed to private matters not related to education, research, etc

01 Knowing Human Rights Infringement

Sexual harassment

Any act that causes sexual humiliation, displeasure, or disgust to the other party

Sexual violence

Sexual violence crimes under Article 2 of the Act on Special Cases concerning the Punishment of Sexual Violence Crimes and infringement of an individual's right to sexual self-determination



02

Cases of Human Rights Infringement

Cases of other universities

Survey on human rights in graduate students

02 Cases of Human Rights Infringement

- Professor requests high quality refreshment, health supplements, gift card, etc. from graduate students in the name of gifts due to custom
- Paper was published in the name of the junior after providing experimental data to the junior under the instructions of a professor.

02 Cases of Human Rights Infringement

- Professor instructs graduate students to act as drivers and teachers for the professor's children.
- professor sexually harassed and verbally abused graduate students and ordered them to do personal tasks such as cleaning the refrigerator in their own home.

03

Bill of **Rights** for
Graduate
Students
at CNU

Regulations for
supporting
**student
researchers**

03 Bill of Rights for Graduate Students at CNU

Basic principle

Right to self-determination

Right to study

Copyright

Right to a fair examination

Right to participate in decision-making

Fair employment and work

Right to know about financial management

Veto over unfairness

Right to change one's professor

03 Bill of Rights for Graduate Students at CNU

Basic principle

- Right to be respected as members of the intellectual community along with faculty and staff
- Right to study, research, and work in a safe environment free from any physical, verbal, or sexual violence
- Should not be discriminated against due to gender, educational background, nationality, age, disability, religious or political orientation, etc

03 Bill of Rights for Graduate Students at CNU

Right to self determination

Freedom of privacy

03 Bill of Rights for Graduate Students at CNU

Right to study

- Should not be unfairly deprived of guaranteed academic and research opportunities
- Right to received professional academic, research, training, and mentoring in their major and research topics
- Right to use research spaces and university facilities necessary for their studies and research

03 Bill of Rights for Graduate Students at CNU

Right to self determination

Freedom of privacy

03 Bill of Rights for Graduate Students at CNU

Right to a fair examination

Right to a fair examination of their research results

- Evaluation items should be specific and objective.
- Process should be made clear and fair.
- Results should be provided in writing.

03 Bill of Rights for Graduate Students at CNU

Right to participate in decision-making.

- Right to participate in the process of institutionalization and implementation of the rights set out in this Bill of Rights
- Right to organize and operate graduate school autonomous organizations and participate in their activities
- Right to know the graduate school's decisions and details related to academic and research

03 Bill of Rights for Graduate Students at CNU

Fair employment and work

- Right to receive a fair recruitment review in the process of being hired as an assistant.
- When graduate students provide academic and physical work, universities or officials must provide and comply with clear working hours, work content, and wage standards.

03 Bill of Rights for Graduate Students at CNU

Right to know about financial management

- Right to know the financial management status, such as the budget and expenditure of research projects they participate in
- The financial management must be transparently and consistently executed in accordance with relevant laws and regulations.

03 Bill of Rights for Graduate Students at CNU

Veto over unfairness

Right to refuse unfair work that has nothing to do with their education or research

03 Bill of Rights for Graduate Students at CNU

Right to change one's professor management

- Supervisors(advisors)shall play a major role in academic thesis and research guidance and faithfully guide graduate students
- If a Supervisor(advisor) cannot coach due to leave of absence, dispatch, or other reasons, the graduate student himself/herself may request the department under his/her jurisdiction to change the guidance professor

03 Regulations for supporting student researchers

Assurance of academic and research rights

Right to refuse unfair business practices

Prohibition of unfair collection of student labor costs

Guarantee of personal rights

Ensuring Health and Rest

Security assurance

Disclosure of financial management information

Management of grievances, counseling channels

Measures in case of violation

03 Regulations for supporting student researchers

Assurance of academic and research rights

The research manager shall endeavor to allow student researchers to engage in both autonomous research activities and studies while participating in the research

03 Regulations for supporting student researchers

Right to refuse unfair business practices

Right to refuse unfair tasks, such as tasks unrelated to the contents of the pledge to participate in research, and may request correction from the research manager

03 Regulations for supporting student researchers

Prohibition of unfair collection of student labor costs

- It should not be used for other purposes without paying labor costs to student researchers.
- Labor costs paid to student researchers should not be collected, managed, or used.

03 Regulations for supporting student researchers

Guarantee of personal rights

Acts that harm human dignity should be strictly prohibited.

03 Regulations for supporting student researchers

Ensuring Health and Rest

Research managers shall provide sufficient and appropriate rest for the healthy and continuous research activities of student researchers

03 Regulations for supporting student researchers

Security assurance

The Research and Business Development Foundation shall create an environment for student researchers to study in a safe environment and take out insurance under Article 26 of the Act on the Creation of Safety Environment in the Laboratory in case of injury or death of student researchers

03 Regulations for supporting student researchers

Disclosure of financial management information

Student researchers may request information on R&D projects, performance status, scale of student labor costs, etc. to the Research and Business Development Foundation or Research Manager

(However, personal information is not disclosed)

03 Regulations for supporting student researchers

Management of grievances, counseling channels

The Research and Business Development Foundation shall operate grievances and counseling channels for student researchers to officially communicate with them on violations of the conditions of the research participation pledge and infringement of the rights of student researchers.

03 Regulations for supporting student researchers

Measures in case of violation

A student researcher may request the research officer, etc. to correct the research officer, etc. according to various procedures within the institution if the research officer, etc. violates the regulations

04

Countmeasures
against human
rights violations

Action in the event of human rights
violations

Code of Practice for the Prevention of
Human Rights Violations Together

04 Countmeasures against human rights violations

Human rights violations

- Requesting for suspension of action
- Avoiding where human rights violations such as verbal abuse and assault occur
- Asking around for help
- Recording conversations with actors and situation
- Reporting the occurrence of human rights violations in detail based on the 5 W 1 H
- Requesting consultation with university institution

04 Countmeasures against human rights violations

Sexual harassment

- Decisive expression of rejection and request for suspension
- Recording and Situation Memo
- Ask and report help from people around you
- Confirmation of relief procedures in the university and request for consultation
- Requesting assistance from outside agencies

04 Countmeasures against human rights violations

Sexual violence(abuse)

- Gathering information that can be obtained
- Go to the relevant institution without washing
- Confirmation of relief procedures in the university
and request for consultation



05

Human rights
center

Q/A

Report Mechanism

05 Human rights center

Q1. How can I apply for counseling or report?

Visiting counseling after telephone counseling
and reports (booking in advance)

Human rights violations: 530-5921

Sexual harassment, sexual violence: 530-5912

Consultation on confidential posts on the
website of the Human Rights Center

<http://hrc.jnu.ac.kr>

05 Human rights center

Q2. Is it confidential?

The most important principle in handling the case at the human rights center is the protection of the reporter. (Article 20)

05 Human rights center

Q3. What kind of help can I get?

Consultation with human rights center staff

Protection of reporters and victims

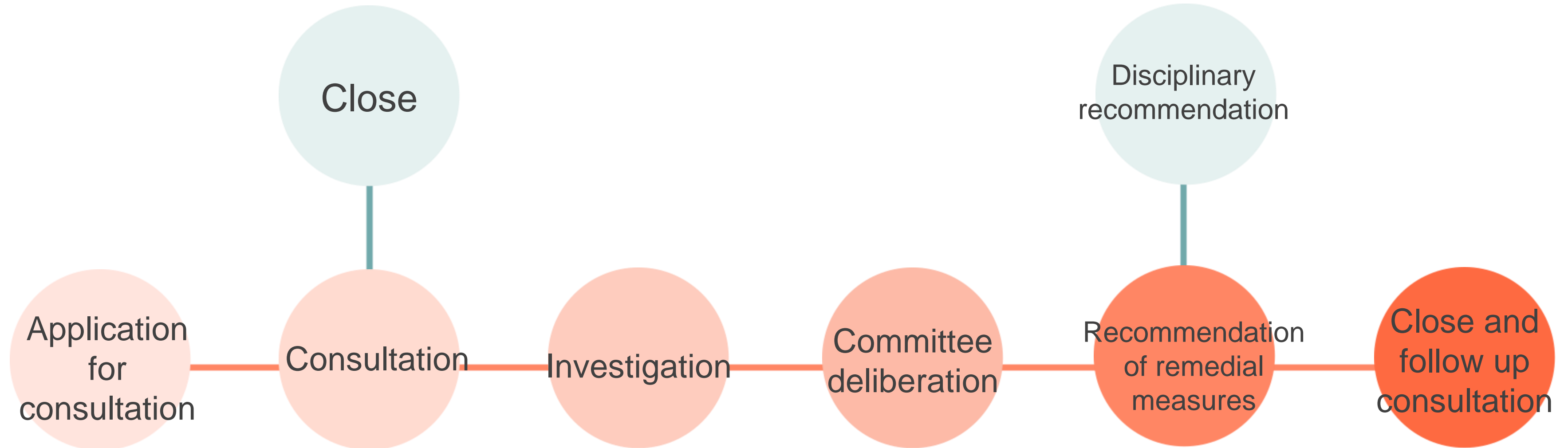
05 Human rights center

Q4. Action after reporting

Inter-personal mediation

Official processing(Investigation)

05 Human rights center - process



Human Rights Center at CNU