

Preventing Sexual Harassment on the Job, The First Step Towards Building Happy Workplaces



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What is Sexual Harassment on the Job?

The term ‘sexual harassment on the job’ means that an employer, a superior or a worker causes another worker to feel sexual humiliation or repulsion by sexual words or actions by utilizing a position in the workplace or in relation to duties, or providing any disadvantages in working conditions or employment on account of disregard for sexual words or actions or any other demands.

* Article 2, subsection 2 of the Act on Equal Employment and Support for Work–Family Reconciliation (hereafter referred to as “the Act”)

- **An employer, superior or worker (includes colleagues and subordinates)**
Superior means anyone in a position of power that could be utilized at work, and could therefore include the CEO, directors and part-time executives.
- **Towards another worker***
Any male or female employee can be a victim of sexual harassment on the job. Although victims are most commonly female subordinates, male employees can also be victims.
*Includes job seekers
- **By utilizing a position in the workplace or in relation to duties**
- **By sexual words or actions that cause another worker to feel sexual humiliation or repulsion by sexual words or actions (or) providing any disadvantages in working conditions or employment on account of disregard for sexual words or actions or any other demands.**

No employer, superior, or worker shall commit any sexual harassment on the job against another worker. (Article 12 of the Act)

Standards for Determining Sexual Harassment on the Job

Sexual Words or Actions

- **Physical actions**
 - Physical contact, including kissing, embracing or hugging from behind
 - Touching certain body parts, including the breasts or buttocks
 - Coercing another person into massaging or touching one’s body
- **Verbal actions**
 - Telling dirty jokes or making vulgar and coarse remarks (includes telephone conversations)
 - Commenting or making sexual metaphors about the appearance of another person or making reference to certain body parts
 - Asking about another person’s sex life or intentionally spreading sexual information about another person
 - Coercing or attempting to persuade another person to engage in sexual relations
 - Making another person sit next to you at a company dinner or other event and coercing them to drink alcohol
- **Visual actions**
 - Posting or displaying vulgar photos, pictures, drawings or publications (includes phone conversations, text messages, social media and faxes etc.)
 - Intentionally exposing or touching one’s own sexual body parts
- **Other actions**
 - Other words or actions that would cause a person to feel sexual humiliation or repulsion according to conventional social norms

Harm Caused by Sexual Harassment on the Job

- **Causing another person to feel sexual humiliation or repulsion (environmental sexual harassment)**
Sexual humiliation or repulsion refers to the unpleasant feeling felt by the other person (victim) because of sexual words or actions

- **Providing disadvantageous treatment in employment (conditional sexual harassment)**

Providing disadvantageous treatment in employment refers to any disadvantage given in hiring or working conditions for refusal of a sexual request, and includes rejecting a job application, docking wages, eliminating a promotion opportunity, disciplinary action, demotion, transfer, suspension or dismissal.



Note

When determining whether sexual harassment has occurred, the subjective experience of the victim should be considered alongside how a reasonable person would interpret and respond to the offending behavior according to conventional social norms, as well as whether the behavior ultimately creates a threatening or hostile work environment, thus reducing work efficiency.

Response of Sexual Harassment Victims and Things to be Aware Of

Things for Victims to Keep in Mind When Sexual Harassment has Occurred

- **It is important to recognize that the perpetrator is to blame for the sexual harassment, and not the victim**

Recognize that sexual harassment is illegal behavior committed by the perpetrator within the context of a patriarchal, authoritarian or sexually discriminatory organizational culture or distorted power relations in a workplace, and is not the victim's fault

- **Attention should be called to any actions or words that cause an unpleasant feeling, even it is unclear whether such words or actions constitute sexual harassment**

In a situation where words or actions caused an unpleasant feeling but it is unclear whether those words or actions constitute sexual harassment, asking the person to refrain from engaging in such behavior and giving a warning for inappropriate behavior can help to prevent more serious sexual harassment from occurring

- **It is important to recognize that sexual harassment is a legal issue, as such behavior constitutes an illegal act that violates the human rights of another person**

Recognize that sexual harassment is an illegal act that violates the human rights, right to work and right to sexual self-determination of another person, and such behavior must be punished and stamped out

Dealing with Sexual Harassment

- **How should I respond in the moment when sexual harassment occurs?**

► If you experience sexual harassment, strongly express your objection to the offending behavior ► Seek a reasonable solution ► It is best to avoid thinking about quitting (it is important to recover from the harm caused by sexual harassment)

- **What method should I choose to resolve the issue?**

► Decide how you would like the issue be resolved (an apology from the perpetrator or promise that such behavior will not be repeated, a punishment issued to the perpetrator or compensation for the victim, etc.) ► To resolve the issue, remember to value yourself and think about who might be able to help ► Choose an appropriate solution after going through internal employee grievance procedures or consulting with a support group for female employees, labor union, external counseling service or legal support organization

- **Collecting evidence**

► Express your objection to the offending behavior to the perpetrator (can be done through a text message or letter if it is difficult to do so in person) ► If speaking with the perpetrator in person, think about what you are going to say in advance so that you can speak clearly and confidently ► You are legally permitted to record the conversation ► If facing the perpetrator in person is difficult, bring a trusted family member or friend to the meeting

- **Using internal resolution procedures**

► Report the incident to the applicable department or person in charge if there are procedures in place for handling sexual harassment complaints or grievances at your workplace, or to HR if there is no such department or person in charge ► Be specific about the perpetrator's behavior when reporting the incident ► Ask for measures to be taken to ensure your safety and a solution to redress the harm that has been caused

- Seeking assistance through an external organization when sexual harassment has occurred

Type	Method	Details
Non-legal assistance	Appealing to a Regional Employment and Labor Office	Demanding the employer to take measures in response to the sexual harassment (disciplining the perpetrator, resolving any disadvantages suffered by the victim, etc.)
	Seeking assistance from the Labor Relations Commission	Seeking assistance for the unfair dismissal, suspension or transfer of a victim (or perpetrator) of sexual harassment, etc.
	Appealing to the National Human Rights Commission of Korea	Internal measures to deal with the perpetrator and persons responsible, compensation, etc.
Legal assistance	Filing an action/complaint with a Regional Employment and Labor Office	Demanding the employer to take measures in response to the sexual harassment (resolving any disadvantages suffered by the victim or a lack of action taken against the perpetrator)
	Filing an action/complaint with the Prosecutors' Office	Seeking punishment for illegal actions that are liable for criminal punishment (sexual violence or violations of the Criminal Act or Act on The Equal Employment for Both Sexes)
	Filing a civil suit in court	Filing a claim for damages caused by sexual harassment

Response of Sexual Harassment Perpetrators and Things to be Aware Of

Things for Perpetrators to Keep in Mind When Sexual Harassment has Occurred

- Recognize that the question of intent is irrelevant when determining whether the behavior constitutes sexual harassment
- It is best to refrain from any words or actions that could be interpreted as sexual harassment at all times
- If accused of sexual harassment, it is better to cooperate with the investigation and state your position while seeking a solution rather than deny any wrongdoing from the outset
- If subject to intervention, accept the decision and make an effort to avoid the offending behavior while fulfilling any requests from the victim
- If subject to disciplinary action, accept the penalty after making sure it is proportionate to the severity of the offending behavior and the period of time over which such behavior occurred

Duty of Employers to Conduct Preventive Education for Sexual Harassment on the Job

- The employer shall conduct preventive education for sexual harassment in the workplace every year in order to prevent sexual harassment in the workplace and create conditions under which his/her workers may work in a safe working environment. (Article 13, subsection 1 of the Act)
 - ※ For dispatched workers, preventive education for sexual harassment shall be conducted by the employer he/she is currently working for.
- Each employer shall conduct preventive education for sexual harassment on the job at least once a year. (Article 3, subsection 1 of the Enforcement Decree of the Act)
 - ※ An employer of either of the following businesses may conduct preventive education for sexual harassment on the job by posting or distributing educational materials or promotional materials so that workers may know the details of sexual harassment prevention: 1. A business employing less than ten full time workers; 2. A business for which all employers and workers consist of one gender, male or female (Article 3, subsection 4 of the Enforcement Decree of the Act)
- Preventive education shall include the following details. (Article 3, subsection 2 of the Enforcement Decree of the Act)
 - ① Acts and subordinate statutes concerning sexual harassment on the job
 - ② The handling procedures and standards for measures taken upon the occurrence of sexual harassment on the job at the workplace
 - ③ Grievance counseling and procedures for helping victims of sexual harassment on the job at the workplace
 - ④ Other matters necessary for the prevention of sexual harassment on the job

- Taking into account the size and characteristics of the business, preventive education may be provided through worker training, morning meetings, conferences, or cyber education using an information and communications network such as the internet. (Article 3, subsection 3 of the Enforcement Decree of the Act)

Where it is impracticable to confirm whether the details of the education have been appropriately conveyed to workers because educational materials have simply been distributed or posted, electronic mail has been sent or such materials have been posted on a bulletin board, preventive education shall be deemed not to have been provided.

Manuals (including educational guidelines) and videos on preventive education for sexual harassment on the job are available on the Ministry of Employment and Labor website.

Creating Guidelines for Preventing Sexual Harassment on the Job

- An employer shall prepare sexual harassment prevention guidelines in order to prevent and prohibit sexual harassment on the job, and place such guidelines in a location where they can be freely accessed by all employees in the workplace. (Article 5, subsection 2 (1) of the Enforcement Regulations of the Act)
- Sexual harassment prevention guidelines shall include the following details. (Article 5, subsection 2 (2) of the Enforcement Regulations of the Act)
 - ① Matters necessary for counseling and handling grievances related to sexual harassment on the job
 - ② Procedures for investigating sexual harassment on the job
 - ③ Procedures for protecting victims when sexual harassment on the job has occurred
 - ④ Disciplinary procedures and standards for dealing with perpetrators of sexual harassment on the job
 - ⑤ Other matters necessary for preventing and prohibiting sexual harassment on the job

※ Refer to the guidelines on writing sexual harassment prevention and response manuals

Taking Steps to Prevent Sexual Harassment by Clients or Customers

- An employer must take appropriate measures to prevent sexual harassment by clients or customers.

Where any person closely related to duties, such as a client, causes a worker to feel sexual humiliation or repulsion by sexual words or actions during the performance of his/her duties, and such worker requests resolution of the grievance, his/her employer shall take appropriate measures such as changing his/her place of work, redeployment, or granting a paid leave of absence. (Article 14–2, subsection 1 of the Act)

- An employer may not take any disadvantageous measures against an employee who has become the victim of sexual harassment.

No employer shall dismiss or take any other disadvantageous measures against a worker on account of his/her claim that he/she suffered harm caused by sexual harassment from a client, or refusal to submit

Duty of Employers to Take Measures When Sexual Harassment on the Job Occurs

- Where an employer receives a report or becomes aware of the fact that sexual harassment has occurred in the workplace, he/she shall immediately conduct an investigation to verify whether sexual harassment has occurred in the workplace. In such cases, the employer shall give consideration to a worker who suffered sexual harassment in the workplace lest he/she should feel sexual shame in the course of any investigation. (Article 14, subsection 2 of the Act)
- Where it is necessary to protect a harassed worker during the investigation period, an employer shall take appropriate measures, such as changing the place where the harassed worker works or issuing an order to have the harassed worker take a paid leave of absence. In such cases, no employer shall take measures against the wishes of the harassed worker. (Article 14, subsection 3 of the Act)

- Where the investigation finds that sexual harassment has occurred in the workplace, the employer shall take necessary measures upon the request of the harassed worker, such as changing the place where the harassed worker works, redeployment, or issuing an order to have the harassed worker take a paid leave of absence. (Article 14, subsection 4 of the Act)
- Where the investigation finds that sexual harassment has occurred in the workplace, the employer shall immediately take necessary measures against the person who has committed sexual harassment at the workplace, such as a disciplinary punishment or changing the place where the perpetrator works. In such cases, the employer shall listen to the opinion of the harassed worker on measures such as disciplinary punishment before taking action. (Article 14, subsection 5 of the Act)
- No employer shall give a worker who reports that sexual harassment has occurred or a harassed worker any of the following disadvantageous treatments: (Article 14, subsection 6 of the Act)
 1. Dismissal, removal from office, discharge or any other disadvantageous treatment corresponding to a loss of status;
 2. Inappropriate personnel actions such as disciplinary punishment, suspension from office, salary reduction, demotion, or restrictions on promotion;
 3. Failure to assign duties, reassignment of duties, or any other personnel actions against the wishes of the relevant person;
 4. Discrimination in performance evaluations or peer review, or differential payment of wages, bonuses, etc. following such discrimination;
 5. Restrictions on education and training opportunities for the development and improvement of vocational skills;
 6. Engaging in any act that causes mental or physical harm, such as group bullying, assault or verbal abuse, or ignoring the occurrence of such an act;
 7. Any other disadvantageous treatment against the wishes of the worker who reports the occurrence of sexual harassment or the harassed worker
- No person who investigates the occurrence of sexual harassment in the workplace, receives a report on the details of an investigation, or participates in investigating sexual harassment shall divulge any confidential information he/she obtains in the course of the relevant investigation to others against the wishes of a harassed worker. (Article 14, subsection 7 of the Act)

Penalties for Violating Sexual Harassment on the Job Laws

Prohibition of Sexual Harassment on the Job (Article 12)	No employer, superior, or worker shall commit any sexual harassment on the job against another worker.	An administrative fine not exceeding ten million won (Article 39, subsection 1)
Preventive Education for Sexual Harassment in Workplace (Article 3, subsection 1)	The employer shall conduct preventive education of sexual harassment in the workplace every year.	NEW An administrative fine not exceeding five million won (Article 39, subsection 2) * Previously not exceeding three million won
NEW Duty to post materials used in preventive education for sexual harassment (Article 13, subsection 3)	An employer shall keep his/her workers posted on the details of preventive education for sexual harassment by always posting or making notices thereof available in conspicuous places where workers have ready access to them.	An administrative fine not exceeding five million won (Article 39, subsection 2)
NEW Duty to investigate sexual harassment on the job (Article 14, subsection 2)	Where an employer receives a report or becomes aware of the fact that sexual harassment has occurred in the workplace, he/she shall immediately conduct an investigation to verify whether sexual harassment has occurred in the workplace. In such cases, the employer shall give consideration to a worker who suffered sexual harassment in the workplace lest he/she should feel sexual shame in the course of any investigation.	NEW An administrative fine not exceeding five million won (Article 39, subsection 2)
NEW Duty to protect victims of sexual harassment on the job during an investigation (Article 14, subsection 3)	Where it is necessary to protect a harassed worker during the investigation period, an employer shall take appropriate measures, such as changing the place where the harassed worker works or issuing an order to have the harassed worker take a paid leave of absence.	
NEW Duty to protect victims of sexual harassment on the job (Article 14, subsection 4)	Where the investigation finds that sexual harassment has occurred in the workplace, the employer shall take necessary measures upon the request of the harassed worker, such as changing the place where the harassed worker works, redeployment, or issuing an order to have the harassed worker take a paid leave of absence.	An administrative fine not exceeding five million won (Article 39, subsection 2)

NEW Duty to take measures against perpetrators of sexual harassment on the job (Article 14, subsection 5)	Where the investigation finds that sexual harassment has occurred in the workplace, the employer shall immediately take necessary measures against the person who has committed sexual harassment at the workplace, such as a disciplinary punishment or changing the place where the perpetrator works.	An administrative fine not exceeding five million won (Article 39, subsection 2)
NEW Prohibition on giving disadvantageous treatment to victims of sexual harassment on the job (Article 14, subsection 6)	No employer shall give a worker who reports that sexual harassment has occurred or a harassed worker any of the following disadvantageous treatments: ① Dismissal, removal from office, discharge or any other disadvantageous treatment corresponding to a loss of status; ② Inappropriate personnel actions such as disciplinary punishment, suspension from office, salary reduction, demotion, or restrictions on promotion; ③ Failure to assign duties, reassignment of duties, or any other personnel actions against the wishes of the relevant person; ④ Discrimination in performance evaluations or peer review, or differential payment of wages, bonuses, etc. following such discrimination; ⑤ Restrictions on education and training opportunities for the development and improvement of vocational skills; ⑥ Engaging in any act that causes mental or physical harm, such as group bullying, assault or verbal abuse, or ignoring the occurrence of such an act; ⑦ Any other disadvantageous treatment against the wishes of the worker who reports the occurrence of sexual harassment or the harassed worker	NEW Imprisonment with labor for not more than three years or by a fine not exceeding 30 million won (Article 37, subsection 2) * Previously imprisonment with labor for not more than three years or by a fine not exceeding 20 million won
NEW Prohibition on divulging confidential information (Article 14, subsection 7)	No person who investigates the occurrence of sexual harassment in the workplace, receives a report on the details of an investigation, or participates in investigating sexual harassment shall divulge any confidential information he/she obtains in the course of the relevant investigation to others against the wishes of a harassed worker.	An administrative fine not exceeding five million won (Article 39, subsection 2)
Preventing sexual harassment by clients or customers (Article 14-2, subsection 1)	Where a victim of sexual harassment by a client requests resolution of the grievance, his/her employer shall take appropriate measures such as changing his/her place of work, redeployment, or granting a paid leave of absence.	NEW An administrative fine not exceeding three million won (Article 39, subsection 3) * Previously no administrative fine
Prohibition on giving disadvantageous treatment to victims of sexual harassment by clients (Article 14-2, subsection 2)	No employer shall dismiss or take any other disadvantageous measures against a worker on account of his/her claim that he/she suffered harm caused by sexual harassment from a client, or refusal to submit to sexual demands from a client.	An administrative fine not exceeding five million won (Article 39, subsection 2)

Employer Support for Preventing Sexual Harassment on the Job

- Materials on preventive education for sexual harassment on the job are available on the Ministry of Employment and Labor website.
 - Preventing sexual harassment on the job · Response manual
 - Video on preventive education for sexual harassment on the job (Search for “preventive education for sexual harassment” at <http://www.moel.go.kr>)
- We provide free preventive education for sexual harassment instructors for businesses with 30 or fewer employees.
 - A pool of instructors sourced from Certified Public Labor Attorneys at Regional Employment and Labor Offices and counselors at Employment Equality Counseling Centers has been formed to provide free seminars to businesses with 30 or fewer employees (Ministry of Employment and Labor website → Public information → Other information → Frequently accessed materials → Search for “free instructor support”)



Contact Information for Regional Employment and Labor Office

Office Labor OfficeLabor OfficeLabor	Responsible Department	Telephone
Seoul Regional Employment and Labor Office	Labor Conditions Improvement & Guidance II Division	02-2250-5877
Gangnam District Office	Labor Conditions Improvement & Guidance II Division	02-3465-7312
Eastern Seoul District Office	Labor Conditions Improvement & Guidance II Division	02-2142-8848
Western Seoul District Office	Labor Conditions Improvement & Guidance III Division	02-2077-6115
Southern Seoul District Office	Labor Conditions Improvement & Guidance II Division	02-2639-2197
Northern Seoul District Office	Labor Conditions Improvement & Guidance II Division	02-950-9768
Gwanak District Office	Labor Conditions Improvement & Guidance II Division	02-3282-9023
Jungbu Regional Employment and Labor Office	Labor Conditions Improvement & Guidance II Division	032-460-4650
Northern Incheon District Office	Labor Conditions Improvement & Guidance II Division	032-540-7931
Bucheon District Office	Labor Conditions Improvement & Guidance III Division	032-714-8756
Uijeongbu District Office	Labor Conditions Improvement & Guidance II Division	031-850-7734
Goyang District Office	Labor Conditions Improvement & Guidance III Division	031-931-2853
Gyeonggi District Office	Labor Conditions Improvement & Guidance II Division	031-259-0320
Seongnam District Office	Labor Conditions Improvement & Guidance II Division	031-788-1544
Anyang District Office	Labor Conditions Improvement & Guidance I Division	031-463-7317
Ansan District Office	Labor Conditions Improvement & Guidance III Division	031-412-1959
Pyeongtaek District Office	Labor Conditions Improvement & Guidance II Division	031-646-1143
Gangwon District Office	Labor Conditions Improvement & Guidance Division	033-269-3599
Gangneung District Office	Labor Conditions Improvement & Guidance Division	033-650-2853
Wonju District Office	Labor Conditions Improvement & Guidance Division	033-769-0801
Taebaek District Office	Labor Conditions Improvement & Guidance Team	033-550-8625
Yeongwol District Office	Labor Conditions Improvement & Guidance Team	033-371-6237
Busan Regional Employment and Labor Office	Labor Conditions Improvement & Guidance II Division	051-850-6454
Busan Dongnae District Office	Labor Conditions Improvement & Guidance II Division	051-559-6694

Office Labor OfficeLabor OfficeLabor	Responsible Department	Telephone
Northern Busan District Office	Labor Conditions Improvement & Guidance Division	051-309-1585
Changwon District Office	Labor Conditions Improvement & Guidance II Division	055-239-6568
Ulsan District Office	Labor Conditions Improvement & Guidance II Division	052-228-3856
Yangsan District Office	Labor Conditions Improvement & Guidance II Division	055-330-9550
Jinju District Office	Labor Conditions Improvement & Guidance Division	055-760-6535
Tongyeong District Office	Labor Conditions Improvement & Guidance Division	055-650-1912
Daegu Regional Employment and Labor Office	Labor Conditions Improvement & Guidance I Division	053-667-6224
Western Daegu District Office	Labor Conditions Improvement & Guidance II Division	053-605-9109
Pohang District Office	Labor Conditions Improvement & Guidance II Division	054-271-6804
Gumi District Office	Labor Conditions Improvement & Guidance Division	054-450-3609
Yeongju District Office	Labor Conditions Improvement & Guidance Team	054-639-1156
Andong District Office	Labor Conditions Improvement & Guidance Team	054-851-8059
Gwangju Regional Employment and Labor Office	Labor Conditions Improvement & Guidance I Division	062-975-6408
Jeju	Labor Conditions Improvement & Guidance Center	064-728-6118
Jeonju District Office	Labor Conditions Improvement & Guidance II Division	063-240-3358
Iksan District Office	Labor Conditions Improvement & Guidance Division	063-839-0019
Gunsan District Office	Labor Conditions Improvement & Guidance Division	063-450-0525
Mokpo District Office	Labor Conditions Improvement & Guidance Division	061-280-0134
Yeosu District Office	Labor Conditions Improvement & Guidance Division	061-650-0196
Daejeon Regional Employment and Labor Office	Labor Conditions Improvement & Guidance II Division	042-480-6328
Cheongju District Office	Labor Conditions Improvement & Guidance II Division	043-299-1211
Cheonan District Office	Labor Conditions Improvement & Guidance II Division	041-560-2855
Chungju District Office	Labor Conditions Improvement & Guidance Division	043-840-4063
Boryeong District Office	Labor Conditions Improvement & Guidance Division	041-930-6133

Contact Information for Employment Equality Counseling Center

※ Employment Equality Counseling Centers are private organizations (consented by the Ministry of Employment and Labor) that provide professional counseling services to workers experiencing distress resulting from workplace sexual discrimination and sexual harassment and other misconduct.

Office	Organization Name	Website	Address	Telephone(For Counseling)
Seoul Regional Employment and Labor Office	Seoul Women Workers Association	www.equakine.or.kr	5F 162-5 Donggyo-ro, Mapo-gu, Seoul	02-3141-9090
	Korean WomenLink	www.womenlink.or.kr	3F Simingonggan NARU, 39 World cup-ro 26-gil, Mapo-gu, Seoul	02-706-5050
	Women Labor Law Support Center	www.yeono.org	2F 9-4 Dangsang-ro 20-gil, Dangsang, Yeongdeungpo-gu, Seoul	02-582-5054 (0505-515-5050)
Jungbu Regional Employment and Labor Office	Incheon Women Workers Association.	womenworker.org	3F 39-4 Majang-ro, Bupyeong-gu, Incheon	032-524-8831
	Bucheon Women Workers Association.	pwwa21.bucheon4u.kr	#704 Hyeonhaetop, 86 Jungdong-ro 248beon-gil, Wonmi-gu, Bucheon, Gyeonggi-do	032-324-5815
	Suwon Women Workers Association.	blog.naver.com/swwa11	3F Duri Building 53, Hyowon-ro, Paldal-gu, Suwon-si, Gyeonggi-do	031-246-2080
	Ansan Women Workers Association.	www.aswomenworker.org	#1107 76, Gojan-ro, Danwon-gu, Ansan-si, Gyeonggi-do	031-494-4362
	Federation of Korean Trade Unions Chuncheon Yeongseo Regional Branch		9, Huseok-ro 440beon-gil, Chuncheon-si, Gangwon-do	033-243-7576
Busan Regional Employment and Labor Office	Busan Women's Association	www.busanwomen.or.kr	99, Yeonan-ro 59beon-gil, Dongnae-gu, Busan	051-506-2590
	Masan · Changwon Women Workers Association.	blog.daum.net/mcwwa	5F Gyeongchang Sanga 67, Sangnam-ro, Seongsan-gu, Changwon-si, Gyeongsangnam-do	055-264-5049
	Federation of Korean Trade Unions Ulsan Regional Branch	us.inochong.org	129, Dotjil-ro, Nam-gu, Ulsan (Temporarily relocated office: 120, Dotjil-ro)	052-261-4493
Daegu Regional Employment and Labor Office	Daegu Women's Association	www.daeguwomen21.or.kr	4F Boseong Building 32, Gongpyeong-ro 20-gil, Jung-gu, Daegu	053-427-4595
	Daegu Women Workers Association.	www.dgwwa.org	35, Gukchaebosang-ro 38-gil, Seo-gu, Daegu	053-428-6340
	Gyeongju Women Workers Association		26, Hwangseong-ro 64beon-gil, Gyeongju-si, Gyeongsangbuk-do	054-744-9071
Gwangju Regional Employment and Labor Office	Gwangju Women Workers Association	www.gjwwa.or.kr	5F 69-1, Gyeongyeol-ro, Seo-gu, Gwangju,	062-361-3028
	Jeonbuk Women Workers Association	jwunion.org	2F ILAM Building 300, Jangseungbaegi-ro, Wansan-gu, Jeonju-si, Jeollabuk-do	063-286-1633
	Federation of Korean Trade Unions Gwangyang Regional Branch		Workers' Welfare Center 123, Bullo-ro, Gwangyang-si, Jeollanam-do	061-792-0365
	Jeju Women's Association	www.jejuwomen.kr	3F 134 Yongdam-ro, Jeju, Jeju-do	064-756-7261
Daejeon Regional Employment and Labor Office	Federation of Korean Trade Unions Chungbuk Regional Branch	chb.inchong.org	1814-39, 2sunhwan-ro, Seowon-gu, Cheongju-si, Chungcheongbuk-do	043-273-7801
	Daejeon Women's Association	www.tjwomen.or.kr	19, Dongseo-daero 1352beon-gil, Jung-gu, Daejeon	042-226-9790
	Federation of Korean Trade Unions Chungnam Regional Branch	chn.inochong.org	Workers' Welfare Center 457, Chungmu-ro, Dongnam-gu, Cheonan-si, Chungcheongnam-do	041-551-9119



**If you have any questions about
sexual harassment on the job,**

contact Ministry of Employment and
Labor Counseling Center (☎1350) or
Regional Employment and Labor Office.
If you want to receive counseling services
provided by private agencies, contact
Employment Equality Counseling Centers
(21 centers nationwide) for
counseling and support.

