

Checklist for Screening of Blind Recruitment Violation

KASI has been practicing fair and ethical recruitment pursuant to 「Blind Recruitment Standards」 which prohibits any prejudice based on irrelevant personal information such as academic backgrounds or physical attributes, etc. from the job application process. Therefore, all applicants should be aware of “Blind Recruitment Violation Examples” with much attention to avoid any disadvantages in the process of hiring.

1. I hereby understand Blind Recruitment Standards for application form.

- (1) Disadvantages will be applicable if personal information unrelated to the legitimate requirements of the job such as physical traits(Gender, Age, Dates of Birth), Hometown, Name, Immediate Family Members) is provided or directly inferred in the application form.
- (2) If it's inevitable, the blanked out words(partially erased words) as below are permitted.
(Example) I was born in ○○, majored in astrophysics in ○○ University.

2. I hereby understand Blind Recruitment Criteria should be applied for the whole process of hiring.

3. I hereby understand Blind Recruitment Violation Examples(Directly Inferable Cases).

Blind Category	Major Violation Examples
Hometown	[Standard] Disadvantages will be applicable if applicant's [Hometown] is directly inferred from application form.
	(Example) I was born and grown up in [Daejeon] for 30 years.
Immediate Family Members	[Standard] Disadvantages will be applicable if applicant's [Family Members] is directly inferred from application form.
	(Example) My [grandfather] has served for [XXX University] as a professor in 20 years.
Age	[Standard] Disadvantages will be applicable if applicant's [Date of Birth or Age] is directly inferred from application form.
	(Example) I got admitted to university in the year of [Winter Olympic].
Gender	[Standard] Disadvantages will be applicable if applicant's [Gender] is directly inferred from application form.
	(Example) In the middle of [mandatory] military service...
	→ Mandatory military service only applicable for Men in Korea.
	(Example) Graduated from XXX [women's] university. (Example) To solve the problem in [Fraternity/Sorority], as the member of The oldest [Brother, Sister] played a role

I hereby understand that applying for the positions at KASI is deemed to have confirmed I am well-acquainted with 「Blind Recruitment Standards」 as described above.

I hereby agree that I am solely responsible for my application form and other documents not to include any personal information in compliance with 「Blind Recruitment Standards」, and any violation to Blind Recruitment Criteria may result in severe disadvantages in evaluation.

Submitting an application will be considered as the agreement in lieu of signature.