

Harassment Consulting Center News

Vol.8

It is now the Japanese rainy season “Tsuyu”. How are you handling the hot and humid weather, everyone? In this issue, we will introduce “Moral harassment” to you.



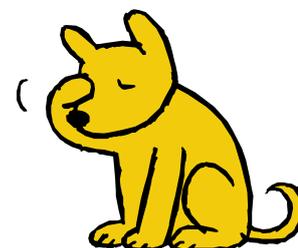
Moral harassment

(propounded by a French psychiatrist Hirigoyen) is the psychological and ethical harassment which hurts someone by verbal or behavioral abuse. Such type of harassment can be approached from the standpoint of “moral harassment”, although it often overlaps with “power harassment” or “sexual harassment”.

Examples

Verbal or physical abuse in relation to work

1. Not giving information which is necessary for someone to work
2. Always opposing or criticizing someone
3. Not allowing someone to use the telephone, fax machine, or a personal computer, etc. necessary for work
4. Not allowing someone to do his/her usual work but giving the work to others
5. Making mistakes which is officially laid in someone’s charge



Refusing communication to isolate someone

1. Not saying hello or talking to someone in particular, or not inviting only him/her to drinking parties
2. Neglecting someone in particular (even he/she is near you) but talking with the others
3. Communicating with someone only by memo, letter, or E-mail
4. Avoiding any contact (including eye contact) with someone
5. Refusing negotiations

Verbal or physical abuse which impairs the dignity/respectability of someone

1. Making an evaluation of someone with insulting words
2. Having contemptuous attitudes towards someone like sighing, looking down, or shrugging shoulders
3. Talking to others about something which destroys the reputation of a target person
4. Criticizing someone's private life
5. Forcing someone to do low-level work which makes him/her feel disgraced

Verbal, physical, or sexual violence

1. Threatening someone by saying "I will knock your head off."
2. Hitting someone intentionally or shutting a door with a bang in his/her face
3. Shouting or hurling violent words at someone
4. Violating someone's private life by phoning or writing letters frequently
5. Following around or lying in wait for someone
6. Having words or attitudes like sexual harassment
7. Not considering someone's health problems

Each happening/event by itself may be not very serious. However, people sometimes fall into a depression or a psychosomatic disorder (physical problems such as headache or diarrhea caused by stress) when they receive such verbal and behavioral abuses repeatedly. Moreover, their motivation for work and efficiency may drop. The victims of "moral harassment" often feel as "It may be my own fault." or "I had better respond differently".

The person who causes "moral harassment" does not necessarily intend to hurt someone. We all should be careful not to cause "moral harassment" and should try to keep a good and comfortable working environment.

Harassment Consulting Center receives your complaints related to any type of harassment. We will discuss with you how to overcome harassment and together we will solve the problem.

Nagoya University Harassment Consultation Center (Our Consultation rooms are in Higashiyama and Tsurumai campus.) <http://www.sh-help.provost.nagoya-u.ac.jp>

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Higashiyama section's consulting room