

8. Harassment

Preventing and taking action against harassment at the University

— Harassment Prevention Declaration, Guidelines, and the Harassment Consultation Center —

[1] What is sexual harassment?

This refers to sexual (or suggestive) speech or conduct that is hurtful and detrimental to the target person. In determining whether certain speech or conduct qualifies as sexual harassment, the emphasis will be on determining whether the target person feels uncomfortable as a result.

Examples of unacceptable behavior:

- A group of students always gathers at a research room for loud, indecent talk. Other students feel upset when using the room since they dislike hearing such talk.
- After refusing to date a senior, a student is troubled due to persistent emails or phone calls from that senior.
- A person is invited to go out for a drink alone with his or her superior and, after they refuse, the superior starts to act differently the next day.

[2] What is academic harassment?

This refers to inappropriate speech or conduct that leverages one's superior position in terms of education or research, and is hurtful and detrimental to the target person. In determining whether certain speech or conduct qualifies as academic harassment, the emphasis will be on an objective assessment of the situation regardless of the subjective intent of the person engaging in such speech or conduct.

Examples of unacceptable behavior:

- An instructor makes repeated disparaging remarks about a student's ability or character, or browbeats or high-handedly reprimands the student for long periods of time during instruction.
- Students are forced to stay in a lab from early morning to late at night or forced to conduct experiments overnight with no days off.
- An instructor regularly makes statements like "your thesis will not pass" or "you will fail and not be able to graduate", causing a student to become ill from stress.

[3] What is power harassment?

This refers to inappropriate speech or conduct that leverages one's superior position in terms of work, and is hurtful and detrimental to the target person. Power harassment also refers to persons, regardless of work superiority, who use inappropriate speech or behavior towards persons using leave such as maternity, paternity or childcare leave or other systems established to support employees who may be looking after small children or caring for elderly parents. In determining whether speech or conduct qualifies as power harassment, the emphasis will be on an objective assessment of the situation regardless of the subjective intent of the person engaging in such speech or conduct.

Examples of unacceptable behavior:

- Reprimanding someone unnecessarily in front of a large number of other people.
- Intentionally depriving someone of information.

- Not renewing a female staff member's employment contract because she became pregnant.

The above are only examples. Determinations of whether or not particular incidents or examples of conduct constitute power harassment are based on a comprehensive examination of such factors as the usual relationship, the context of the conversation, and the tone of the conversation. Similar conduct could also be described or categorized as harassment, and people troubled by abusive or similar conduct should contact the Harassment Consultation Center.

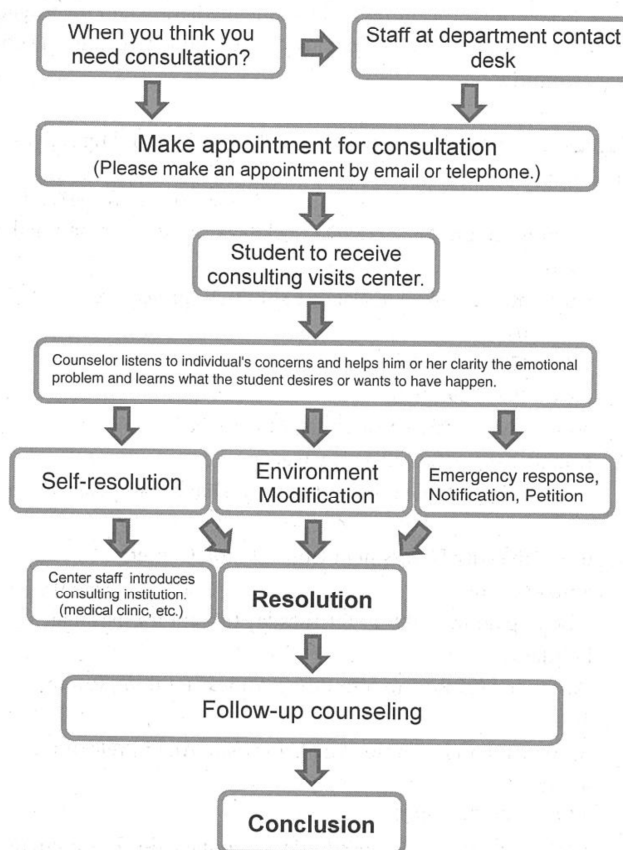
[4] Harassment Consultation Center

Nagoya University strives to prevent harassment. Our efforts in this area are based on a Harassment Prevention Declaration. Established in 2002, the Sexual Harassment Counseling Office provided counseling on sexual harassment. In April 2009, the Sexual Harassment Counseling Office was expanded into the Harassment Consultation Center, which provides counseling not only on sexual harassment, but also on academic harassment and power harassment. Specialist counselors handle requests for advice from various people, including those who have been harassed and those who have been around them, providing counseling as necessary.

*At the Consultation Center, the person is interviewed by a specialist counselor who works with the person to resolve the issue. Counselors are bound by confidentiality and will not disclose information discussed. Clients should feel free to seek counseling.

[5] Eliminating harassment

- (1) If you have been harassed:
 - Express your discomfort or disapproval.
 - Leave the location.
 - Do not ignore your feelings of discomfort but consider them to be important, even if you are unable to take any of the above steps.
 - Do not keep your feelings bottled up, but write them down (keeping records can contribute to a prompt resolution).
 - Consult with a trusted person (friend, teacher, family member, or similar person).
 - Please use the service offered by the Harassment Consultation Center.
- (2) If someone who has been harassed asks for your advice:
 - Listen to them carefully.
 - Recommend that the person visit the Consultation Center.
 - Make use of the Consultation Center: The Center handles requests from third parties.
- (3) To avoid harassing people:
 - Respect the opinions of others and do not repeat speech or conduct that makes others uncomfortable.
 - Remember that even if certain forms of speech and conduct may not seem personally offensive to you, they may be



[6] Harassment prevention measures

(1) Consultation

- A professional counselor helps clients find solutions.
- Counselors are bound by a confidentiality obligation. Clients can therefore freely discuss what is on their mind.

(2) Environment Modification

- Related parties will be requested to help improve the study or work environment after first obtaining consent of the client. This will be done based on the assessment of the Harassment Consultation Center Director.

(3) Emergency Response

- If an urgent response is required for the protection of the client, cooperation will be requested from the heads of related departments after first obtaining consent of the client. This will be done based on the assessment of the Harassment Prevention Committee Director.

(4) Notification

- Note that the person accused of harassment and other relevant parties may be informed of the harassment consultation. This will be done based on the assessment of the Harassment Prevention Committee Director.

(5) Petition

- Resolution procedures will include mediation and investigation.
- The Harassment Consultation Center supports clients in submitting complaints to the Harassment Prevention Committee.

Nagoya University Harassment Consultation Center, Higashiyama Campus

(Higashiyama Campus Map C-2②)

Opening hours: 9:00–17:00, weekdays (except for national holidays)

Furo-cho, Chikusa-ku, Nagoya-shi, Aichi Prefecture,
464-8601

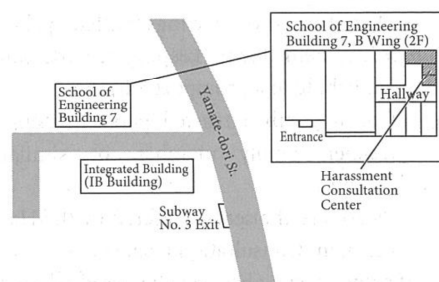
TEL: (052) 789-5806

FAX: (052) 789-5968

<http://www.sh-help.provost.nagoya-u.ac.jp/>

E-mail: h-help@adm.nagoya-u.ac.jp

(Higashiyama, Tsurumai and Daiko Campuses)



Nagoya University Harassment Consultation Center,

Tsurumai Section

(Tsurumai Campus Map ⑤)

Opening hours: 9:00–17:00 Tuesday (except for national holidays)

Basic Medical Research Building Annex, 1st floor; Room
101

65 Tsurumai-cho Showa-ku Nagoya-shi, Aichi Prefecture,
466-8550

TEL: (052) 744-2827

*When the room is closed, please contact the Harassment Consultation Center at the Higashiyama Campus.

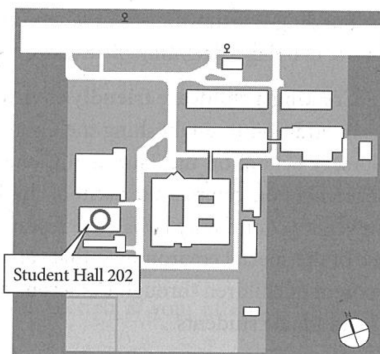


Nagoya University Harassment Consultation Center, Daiko Section
(Daiko Campus Map ㉗)

Opening hours: 9:00-17:00 Second and Fourth Thursday of each month (except for national holidays)

Room 202, Student Hall, 2nd floor,
1-1-20 Daiko Minami, Higashi-ku, Nagoya-shi,
Aichi Prefecture 461-8673
TEL: (052) 719-1529

*When the room is closed, please contact the Harassment Consultation Center at the Higashiyama Campus.



9. Gender Equality

[1] What is gender equality?

This expression means that each individual should be treated equally without consideration of their sex or their ideas on, or awareness of, what constitutes masculinity and femininity.

[2] Realizing a gender-equal society benefits both men and women

In Japan, the Basic Act for a Gender-Equal Society was enacted in 1999 and a Gender Equality Bureau was established in the Cabinet Office. At the national level, creating a gender-equal society has been designated as one of the most important issues for Japanese society in the 21st century. However, gender equality is not based on replacing male dominance with female dominance. The goal is to create a society that is not bound by role divisions based on gender. This would surely mean a happier society for not only women but also men, and that is the goal Japan is striving to realize.

[3] Endeavors at Nagoya University

Nagoya University is one of the leading Japanese universities in terms of efforts to realize gender equality. In January 2003, Nagoya University was the first university in Japan to open an Office for Gender Equality (reorganized to the Center for Gender Equality in July 2017). As of December 2017, the Center has six academic staff members (four concurrent members who are also affiliated with the Schools and two full-time members), who are working to promote gender equality as described below.

Please visit the Office for Gender Equality website for more information.

<http://www.kyodo-sankaku.provost.nagoya-u.ac.jp/>

1. Gender-related courses

Nagoya University offers several Gender Studies courses as part of its Liberal Education Courses in Interdisciplinary Fields (for second year students).

- Course Name: Exploring Japanese Society in the 21st Century from a Gender Perspective
- Day & Time: Tuesday, second period, Spring Semester (10:30–12:00) Reproductive Science/Livestock reproductive studies
- Instructors:
 - Professor Hiroko Tsukamura
(Graduate School of Bioagricultural Sciences – Director of the Center for Gender Equality)
 - Professor Chizuru Sakakibara
(Center for Gender Equality, Japanese Literature, History of Women's Education)
 - Associate Professor Mayumi Saegusa
(Center for Gender Equality, Sociology, Gender Equality)(These three instructors will give lectures in turn.)

What is gender? What does it mean to be feminine or masculine? This course will consider the importance of gender equality in creating a society where people can excel regardless of their gender. It will also explore methods