

Nagoya University Harassment Prevention Declaration

Enacted October 16, 2001

Revised April 1, 2015

Nagoya University, in its Academic Charter, defines the university's mission as "contributing to the prosperity and happiness of all people through research and education concerning humanity, society, and nature," and sets out the university's fundamental goals for education, research, and societal contribution in pursuit of that mission. Moreover, the Fundamental Policies on University Administration guarantee the academic freedom of all faculty, staff, and students, and the university encourages its members to take part in the formulation and realization of its philosophy and goals, and to contribute to the advancement of the university through their continuous efforts.

Sustaining this approach to university administration requires that all members of the university mutually recognize each other as equals and respect each other's freedoms and rights. Day-to-day activities at the university take place in environments where collaborative tasks intersect and overlap, grounded in relationships of trust and formal lines of authority. However, such environments can also become spaces where human rights violations occur in the form of harassment, such as discrimination, bullying, mistreatment, or other acts that cause discomfort or undermine the dignity of others. All members of Nagoya University must recognize the potential for such harm and must strive to develop and maintain a favorable environment at the university.

Those who hold status or influence in the university's administration of education and research activities are expected to use it effectively to achieve excellence and contribute to the university. In particular, faculty members have the authority to educate, supervise, and evaluate students. However, it is absolutely unacceptable to abuse this authority or influence, or to overstep the bounds of one's professional duties, in ways that infringe upon the dignity or rights of students, staff, or others under one's supervision. In order to fulfill Nagoya University's noble mission of contributing to the prosperity and happiness of humankind, all members of the university share the responsibility to engage in education, research, and work with strict self-discipline while exercising their freedoms and rights.

At the same time, victims of harassment may not only suffer profound distress but also face significant economic and health burdens, often requiring an extended length of time to return to everyday life. This also represents a substantial loss for the university as a

whole: It impedes the training of talented individuals; prevents faculty, staff, and students from realizing their full potential; and leads to the destruction of the workplaces and educational and research environments that have been built over many years by our predecessors at Nagoya University.

Above all, it is critically important for the university to create an environment that is free of harassment. However, in the unfortunate event that harassment does occur, the university must make good-faith efforts to resolve the situation with a flexible and appropriate response, including facilitating voluntary resolution between the parties, providing access to professional counseling, and coordinating with relevant offices and organizations, in order to promptly restore the victim's rights and rebuild a healthy environment.

Grounded in the principles above and supported by strict self-discipline and good-faith cooperation of all university members, Nagoya University is committed to implementing comprehensive measures to prevent and address harassment.