



Power harassment

Definition

Power harassment refers to speech or conduct occurring in the workplace in the context of a superior-subordinate relationship that exceeds the bounds of what is appropriate and necessary for work purposes and thereby negatively affects the work environment. In determining whether certain 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:

- Making a student employed as a TA do work unrelated to the job of a TA.
- Subordinates intentionally not providing a newly appointed superior with necessary information.
- Giving personal information learned in the course of your work to another person without permission.



Harassment Related to Pregnancy, Childbirth, Childcare Leave, Family Care Leave, etc.



Definition

This harassment refers to speech or conduct related to pregnancy, childbirth, or the use of systems or measures related to childcare or family care that causes distress or disadvantage to the target person. In determining whether certain speech or conduct qualifies as harassment pertaining to pregnancy, childbirth, childcare leave, or family care leave, etc., 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:

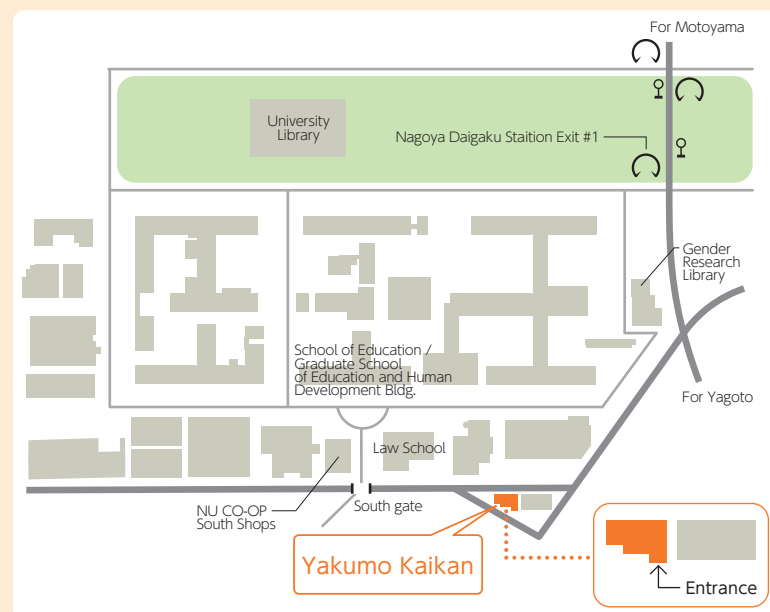
- Refusing to renew an employment contract because an employee is pregnant or forcing a student to leave the University because the student is pregnant.
- Making employees who work shorter hours because of childcare or family care do only trivial work.
- Saying "There is no work that can be entrusted to someone who asks to be absent from work for such a reason" or "I would not take leave for such a reason" to an employee requesting permission to be absent from work to care for a family member.

Other Harassment Issues

- Social network harassment
...Bullying and harassment on social media.
- Alcohol harassment
...Harassment or abuse related to alcohol drinking. etc.

Nagoya University Harassment Consultation Center

Please make a prior appointment, if you would like to come for consultation.
You can make an appointment by telephone or E-mail.



Higashiyama

Yakumo Kaikan, 28 Yakumo-cho, Showa-ku, Nagoya-shi
〒466-0823
tel 052-833-9061

Opening hours are from 9:00 to 17:00 ,
Monday to Friday (except for national holidays)

Tsurumai

Basic Medical Research
Building Annex, 1F #101
tel 052-744-2827
Opening hours are
from 9:00 to 17:00,
Tuesday
(except for national holidays)

Daiko

School of Health Sciences
South Building, 1F #153
tel 052-719-1529
Opening hours are
from 9:00 to 17:00,
Second and Fourth Wednesday
(except for national holidays)

Information about consultation center can
be found through our website.

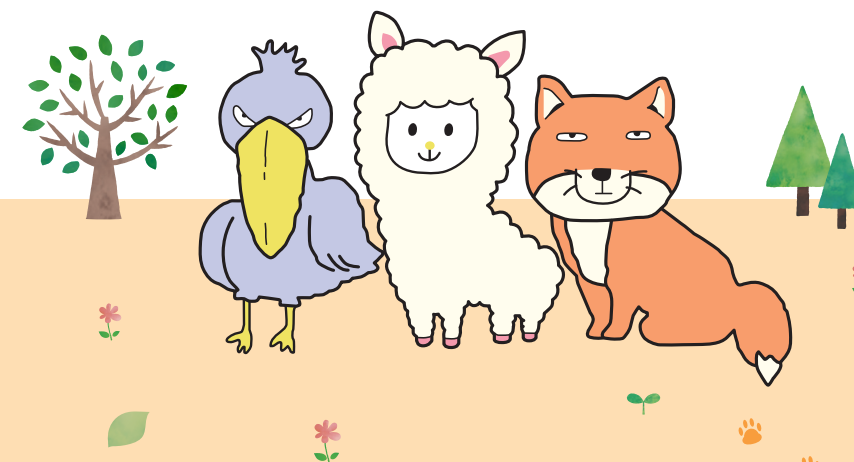
E-mail: h-help@t.mail.nagoya-u.ac.jp
(for common to all campuses)
<http://www.sh-help.provost.nagoya-u.ac.jp/>



Nagoya University Harassment Consultation Center

For Making a Harassment Free Campus

~Some important things that you should be aware of~



Open up your heart to us

In most cases, "Harassment" occurs in
situations where you can't say "No".

Don't curse yourself just because you are having a bitter experience.

Please don't go through the suffering alone,
discuss your problems with us.

Our professional counselors will work with you and
guide you about future actions.

However, if you are not facing this problem at present,
still it is very important for you to know what "Harassment" means.

This will help you have a good and prosperous university life.



Nagoya University Harassment Consultation Center



Sexual harassment



Definition

This refers to speech or conduct that is sexual in nature (or suggestive of it), including gender identity and sexual orientation, 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 regardless of the subjective intent of the person engaging in such speech or conduct.



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.



Academic harassment



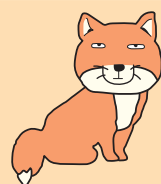
Definition

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 highhandedly 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.



For Eradicating Harassment



If you come across Harassment

- Express your discomfort.
- Move away from that place.
- In case you are unable to do the above, give importance to your values and feelings of discomfort. And then without holding your emotions write them down on paper, as this will help you to find a solution.
- Try to talk to someone you can trust. (friend, supervisor, etc.)
- Consult our Harassment Consultation Center.

For not becoming a Perpetrator

- Let us try to respect other's opinion and don't repeat actions, which make others uncomfortable.
- Every one has a different prospective, therefore what is acceptable to you, may not be to others. Let us be reminded of our status and powers as well.
- Let us try to work towards developing good relationships and making the environment healthy, in which opinions and the feelings can be conveyed frankly.
- Imagine how you will behave if your family experiences the same thing? Will you be comfortable with it? Or imagine if your family members were around, would you behave in the same manner?

If you are consulted by a person already going through Harassment

- Don't express your views but listen to what other person has to say.
- Recommend him/her to consult with Harassment Consultation Center.
- Please come to our center, we also give consultation to the third person.

The 5 Ds:How to be an active bystander.

Distract : Distract (or redirect) their attention

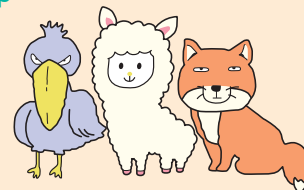
Delegate : Ask a third party for help

Document : Document (or record) the scene

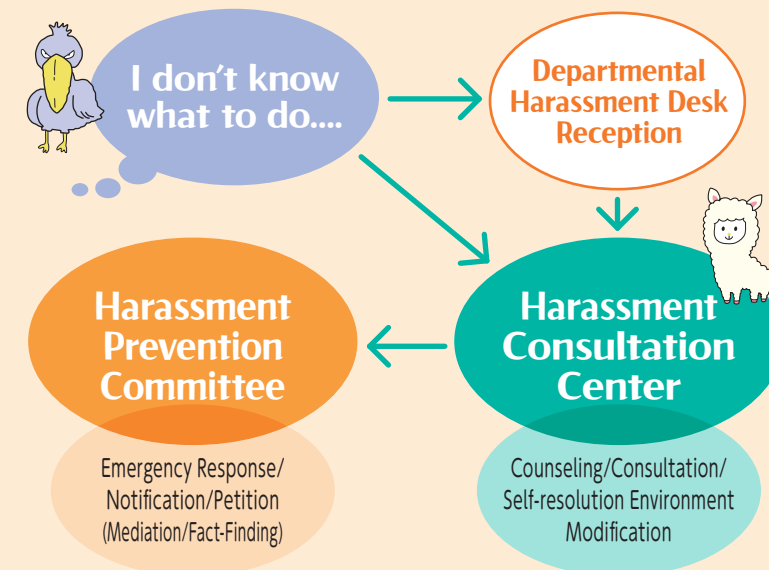
Delay : Follow up afterward

Direct : Direct intervention

Let's do what we can to help.



Consultation Flow Chart



Resolution Process

Consultation

- At the Consultation Center, the counselors with professional knowledge will think of the solution together with you.
- Counselors have the confidentiality obligation and none of the matters discussed will be talked about.

Environment Modification

- The Center, with permission from the client, requests cooperation from the people involved to improve the client's Education/Research environment. It is done under the assessment of the Center's Director.

Emergency Response

- The Committee and Center, with permission from the client, request cooperation of the Director of related department, when immediate response measures are necessary to protection of the client. It is done under the assessment of the Harassment Prevention Committee Director.

Notification

- The Committee and Center may notify a particular University's member that Harassment Complaints have been filed against him/her. It is done under the assessment of the Harassment Prevention Committee Director.

Petition (Mediation/Fact-Finding)

- Petition includes Mediation and Fact-Finding. The Center assists the client in requesting the petition to the Harassment Prevention Committee.