



## Workplaces now obliged by law to take measures against power harassment

In May 2019, the Act Relating to the "Comprehensive Promotion of Labor Policies and Improvement of the Employment Security and Working Life of Workers" (Labor Policy Comprehensive Promotion Law) was revised for the first time to oblige workplaces to take measures to prevent power harassment. The law is expected to take effect as early as April 2020 for large companies and April 2022 for smaller companies.

Conduct is considered as power harassment in the workplace when the following three conditions are all met.

- 1) In a position of power or authority
- 2) By the speech and/or behavior exceeding the bounds of what is necessary and appropriate in the course of their duties
- 3) Create a hostile workplace environment (cause physical and/or psychological harm).

\*Reasonable, job-related orders and instructions do not qualify as power harassment.

(Source: Prefectural Labor Bureau, Department of Employment Environment and Employment Equality)



### Key Points of the Revised Law

- The law explicitly "disavows" sexual harassment, power harassment, and maternity harassment.
- For the first time, workplaces are obliged to take measures to prevent power harassment.
- The details are provided for in the guidelines such as the establishment of consultation services.
- The law prohibits acts of retaliation, such as termination of employment, against employees who report sexual harassment, power harassment, or maternity harassment.
- If an employee commits sexual harassment outside the workplace, his or her employer is required to cooperate with any investigations by the victim's employer.
- The obligation to set targets for female employment is expanded to smaller companies.

(Source: Tokyo Shimbun, May 29, 2019 evening edition)

Harassment often occurs in situations where it is difficult to say "NO!" If you are struggling alone, please visit the Harassment Consultation Center. Counselors will help you to take steps afterwards. Your confidentiality will be protected, so please feel free to seek counseling.



### 9th Tokai Seminar

Participation Fee: Free

"Visualizing" School Harassment  
Corporeal Punishment, School Regulations,  
Club Activities, and Long Work Hours:  
From Child Safety to How Teachers Work

October 23 (Wednesday) at 18:00  
(reception begins at 17:00)

Nagoya University Higashiyama Campus,  
Sakata & Hirata Hall



Please join us for a lecture by Professor Ryo Uchida of the Graduate School of Education and Human Development, Nagoya University. The lecture is open to the public. If you are interested, please use the QR code to apply. If you cannot apply online, please contact us as listed below.