

HARASSMENT CONSULTATION CENTER NEWS

Vol.27, April 2020 Issue



To our new students, congratulations on your entry into Nagoya University. To new members of faculty and staff, welcome. To current students and faculty and staff members, thank you for your continued understanding and support for what we do.

In this issue, we will introduce the Harassment Consultation Center.

About the Nagoya University Harassment Consultation Center

Harassment is any behavior, such as discrimination, bullying, or mistreatment, that makes another person feel uncomfortable or degrades someone else. Nagoya University views harassment as violation of human rights. As part of our harassment prevention and resolution measures, the university has set up the Harassment Consultation Center (henceforth, the Consultation Center). At the Consultation Center, we provide consultations for everyone at Nagoya University, whether a student, faculty or staff member, who thinks he/she may have been subjected to harassment. Harassment is a violation of human rights. Even if you are not sure if what you are experiencing constitutes harassment, you are welcome to talk to us whenever you feel unsafe in studying or working at the university.

Reference: Nagoya University Harassment Prevention Declaration, Nagoya University Harassment Prevention Measures Guidelines 2(3)①



If I visit the Consultation Center, wouldn't that make it a big deal?

If I visit the Consultation Center, will my supervisor/boss/department be informed?

The other party may find out that I visited the Consultation Center, which can make the situation worse.



The counselors at the Consultation Center have an obligation to maintain confidentiality. We will not share any information you disclose to us with anyone outside the Consultation Center without your prior consent. Our counselors are dedicated staff of the Consultation Center and thus are not affiliated with (or required to report to) any other departments. Our counselors hold qualifications as certified clinical psychologists, mental health welfare professionals and licensed psychologists. The counselors at the Consultation Center will never make decisions or take actions without permission. In the case that we will seek external assistance, we will do so only if we have your consent.

Reference: Nagoya University Harassment Consultation Center Rules Article 8



What kind of services does the Consultation Center offer?

Do counselors just listen?

I would like to know if what I experienced constitutes harassment.



At the Consultation Center, counselors will listen to your story and talk with you about possible ways you can address your concern. We may also refer you to or coordinate with other counseling services as needed. In order to improve your study or work environment, we will make full use of appropriate services and programs to provide support. In any case, we will respect your wishes.

The Consultation Center was established to provide counseling services and does not determine the validity of harassment claims. Therefore, the counselors at the Consultation Center will not be able to make a determination about whether the behavior in a specific case constitutes harassment. If you wish your complaint to be recognized by the university as harassment, we will help you initiate the process of filing a claim for redress.

Reference: Nagoya University Harassment Prevention Measures Guidelines 6(2)



I'm being regarded as a harasser! I was accused of harassment!

I want to know what about my behavior is considered unacceptable.

I heard that my subordinate visited the Consultation Center. I want to know the details of the consultation.

Since the Consultation Center is not the one to determine the validity of harassment claims, the reporting of a concern to the Consultation Center does not automatically mean that the other party will be “accused of harassment” or “considered a harasser.” Aside from the question of whether or not the complaint constitutes harassment, we can discuss with you whether your approach to and behavior in communicating with another person may have hurt him/her.

The Consultation Center is also open to those who have been (or fear that they may have been) accused of harassment (the other party), those who are not directly involved but have heard someone else disclose such concerns, and those who are seeking ways to address their student's or subordinate's concerns.

Our counselors, however, have an obligation of confidentiality. This means that we will never disclose the details of consultation, including whether such a consultation has taken place, to anyone regardless of his/her relationship or position (whether it be a parent, supervisor or boss), without the consulter's consent. We are here to listen to each consulter's story and offer counselling and advice, through which we discuss possible approaches to address your concerns.



About Nagoya University's Harassment Redress Procedure

At the Consultation Center, we not only help you address your concerns on your own; we also may assist you in initiating Nagoya University Harassment Redress Procedures. Even in such cases, we will help you make your own decisions, and we will respect your wishes. We will request the cooperation of appropriate departments and organizations, and we will provide objective and impartial advice and provide support to those departments and organizations so they can take appropriate responses to improve your study or work environment.

What is considered “resolved” will vary depending on the consulter, and the kind of responses or actions that can be taken will also vary depending on the department or organization. The Consultation Center helps the parties involved and those around them take the initiative in addressing the problem.

* Please feel free to contact the Consultation Center for any questions regarding the Harassment Redress Procedure or inquiries about using our services.



Nagoya University Harassment Consultation Center

School of Engineering, Building 7, Tower B, 2nd Floor

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

We are moving to a new location in the summer of 2020! New location:

School of Engineering, Building 3 Courtyard, G-COE Laboratory, 2nd Floor

Hours of Operation (Mon-Fri, excluding holidays) 9:00 am - 5:00 pm

TEL: 052-789-5806 FAX: 052-789-5968 E-mail: h-help@adm.nagoya-u.ac.jp

*Consultation services are also offered at the Tsurumai and Daiko campuses.

For further information, please visit our website.

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

