

Harassment Consultation Center News



Hello everyone.

In this issue of the Center newsletter, we would like to introduce **Maternity Harassment** and **Care Harassment**.

I would be happy to help deepen your understanding so we can use it to create a harassment-free environment.

Maternity harassment/care harassment refers to harassment related to pregnancy, childbirth, family care leave, etc. And it is conduct that harms the educational, research, employment, or study environment of the victim by words or actions related to pregnancy, childbirth, or use of childcare leave, family care leave, etc. In this issue we will focus on maternity harassment.



The 4 Types of Maternity harassment

※Source : [matahara net](https://matahara.net)

Imposing traditional gender-based values



"bosses with good, but incorrect, intentions"
 "Your child is your top priority."
 "I'm just concerned about your health."
 "Your husband's income should be sufficient."

Labor division based on gender

Cannot understand the difference in ideas between generations.

Bullying



"You're causing a lot of trouble."
 "You're so lucky you can take time off."
 "Who do you think you are, just because you are pregnant?" "You are selfish."
 "Are you even trying?" "You are lazy."

The anger of coworkers who are forced to cover the work of others on maternity or childbirth leave is directed at the pregnant worker, not at the company.

No malicious intent

Forced labor

Individual-level

Organizational-level

Malicious intent

Exclusion from labor

Power harassment



"You're not allowed to work shorter hours." "We don't need regular employees who go home at a set time in the evening." "We don't tolerate of a person depending on someone even if they are pregnant." "We can't treat pregnant women differently to anyone else."

A workplace culture that does not allow employees to take time off or leave early due to pregnancy or childcare.

Forced out



"You're a burden on others if you can't do overtime."
 "You'll have to leave once you get pregnant."
 "Our company can't afford to hire a pregnant."
 "Our company doesn't have a maternity leave or childcare leave system."

The most obvious form of maternity harassment
Most women cry themselves to sleep over this situation.

Long working hours

Harassment resulting from men taking childcare leave is called **"paternity harassment"**. This is a coined word consisting of "paternity (state of being a father)" and "harassment".



I couldn't take time off because my boss or coworkers said, "There is no way men take childcare leave."

I was told, "If you can't work overtime, I won't give you work," or "If you take childcare leave, I'll demote you."

[Prohibition of harassment for the use of systems and measures]

Disadvantageous treatment, such as dismissal, forced resignation, or contract change from regular employee to part-time employee for reasons such as pregnancy, childbirth, or applying for and taking childcare leave or paternity leave, is prohibited. In addition, since work during paternity leave is possible only within the scope agreed upon between the employee and the employer, disadvantageous treatment on the grounds of requesting and getting work during paternity leave is also prohibited. Forcing employees to work during paternity leave is also prohibited.



[Prohibition of harassment for a situation]

Dismissal or other disadvantageous treatment, or harassment against an employee because of their situation such as pregnancy, childbirth, childcare leave, or paternity leave is prohibited. In addition, employers are required to take measures to prevent harassment by supervisors and coworkers.

Bad response example



I would like to take a leave of absence for a pregnancy checkup on XX [Date].

You're not sick, so go during holidays.

...



Good response example #1.



I understand. Please be careful.

Thank you very much.



Good response example #2.



If possible, I would like you to attend the meeting on that day. Can you adjust the date of your pregnancy checkup? If that is not possible, it's okay.

I will try to change the day.



Thank you very much. If you can't change the date, please take leave and go for the checkup on the scheduled date. In that case, we will tell you the content of the meeting later.



It is very important that everyone understands pregnancy, childbirth, childcare, and family care in order to prevent maternity/care harassment. We hope that through discussion, everyone can provide an environment for education, research, employment, and study for employees who are pregnant, expecting a child, providing childcare or family care.

Harassment counseling is provided on a confidential basis. Please feel free to contact us at any time if you have any questions or concerns.

Harassment Consultation Center Peer Support

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