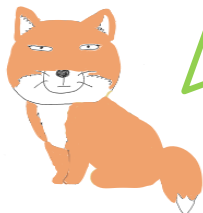


Harassment Consultation Center News



Hello, everyone! December is **Power Harassment Elimination Month**.



Nagoya University defines "Power Harassment" as "speech or behavior 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."



Is something like this happening around you?



Six Types of Power Harassment

①Physical aggression	• Hitting the desk while reprimanding people. Punching or kicking people. Throwing objects.
②Psychological aggression	• Reprimanding someone for an extended period of time. Repeated and persistent criticism. • Repeatedly reprimanding someone in the presence of other employees. • Sending abusive or insulting e-mails to someone with other employees included as recipients in the email. • Forcing subordinates to take the blame for mistakes.
③Isolation from personal relationships	• Isolating someone from other people or otherwise excluding them. • Blocking a specific subordinate from attending meetings, farewell parties, or other events for no reason. • Failing to send business e-mails to a specific employee.
④Excessive demands	• Ordering someone not to return home until they have completed a task that is impossible to finish in a day. • Forcing someone to handle personal errands unrelated to their work duties.
⑤Insufficient demands	• Refusing to give work to a disliked subordinate. • Continuously giving a subordinate low-level tasks that are not commensurate with their abilities.
⑥Invasion of Privacy	• Excessive interference in someone else's private matters, such as family matters or whether or not they are in a relationship. • Giving out personal information about an employee or their family without their permission.



Have you ever done something like this?
Self-awareness is the first step to preventing power harassment.

Power harassment risks and self-awareness assessment checklist

☐	I think the person being harassed is part of the problem.
☐	I believe that struggle leads to growth.
☐	I think the youth these days are weak.
☐	I think faculty members are superior to administrative staff members.
☐	I reprimand my students (subordinates) often.
☐	I don't really pay attention to who is around when I reprimand someone.
☐	Students (subordinates) often do not express their opinions to me.
☐	I sometimes ignore what my students (subordinates) say.
☐	My research and career are my top priorities.
☐	When I get frustrated, I take out my emotions on objects.
☐	In my seminars (workplace), I say whatever I want because I think I get along well with my students (subordinates).
☐	I think my seminars and lectures (workplace) are free from harassment.

弁護士法人 飛翔法律事務所. 2nd revised edition Handbook for Campus Harassment Prevention. 現在産業選書, p.135

※ The last two items are included with some changes made to the original text. "Seminars" has been changed to "seminars (workplace)," "students" has been changed to "students (subordinates)," and "seminars and lectures" has been changed to "seminars and lectures (workplace)".

"You know, things were much stricter when I was young. People these days...."

Not Good

"You just have to deal with things like that."



Whether or not a specific statement, act, or event constitutes power harassment will be based on objective judgments, not the subjective opinions of the individual who committed the act.



What happened to me might have been power harassment. I don't like it.... what should I do?



I was told that my teaching constitutes power harassment. What should I do?

Harassment counseling is provided on a confidential basis.

We also provide consultations for those think they have been subjected to harassment, those who are having trouble with interpersonal relationships, and those who are worried about their teaching and instructional methods.

We would be happy to help you find a way to handle your situation, so please feel free to contact us at any time.



Harassment Consultation
Center Peer Support

