

Is this harassment?

Sexual harassment

Having your body touched with uninvited shoulder massages etc.

Academic staff making sexual jokes during class.

Obscene images displayed on computers on-campus.

Academic harassment

Being called in unnecessarily on your day off.

Being deprived of necessary research guidance or advice.

Being harangued over long periods in the classroom or lab.

Power harassment

Being frequently sent out to purchase cigarettes or juice etc.

Being yelled at in front of other academic staff.

Alcohol harassment

Being forcibly invited to drinking sessions, despite not liking alcohol.

Harassment combining these factors

Being told to "drink like a man!" and being forced to chug or binge-drink alcohol.

Harassment

The process of counseling and resolution for victims

Step 1

Don't struggle with the problem alone.

You're not the one at fault. Recording the circumstances of the harassment can be very useful later. Please discuss the matter with us.

Step 2

Make an inquiry at the Counseling Office.

Step 3

A harassment counselor will listen to your story. Your privacy will be respected, absolutely.

You will not suffer any negative repercussions if you seek to discuss the matter with us. We will consider the problem together with you, with your feelings as the top priority-whether you wish to deal with the harassment by taking strict official action, by discussing the incident with your harasser, or simply sorting out your feelings by talking about the incident.

Please don't hesitate to inquire!

Harassment Counseling Office (Harassment Prevention Committee)

Visit Inside the Health Centre
(1st floor, Seiko Kaikan building)

Call Tel.049-271-8029
(direct line for Harassment counseling)

Write Harassment Counseling Office, Josai University Health Center
1-1 Keyakidai, Sakado-shi, Saitama-ken, Japan 350-0295

e-mail sodan@josai.ac.jp

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If you feel you are being harassed...

Stop!
Campus
Harassment

Working toward a
campus without harassment!

Harassment is a violation of human rights.

Josai University and Josai Junior College respect the rights of every single individual, and are dedicated to creating an environment free of harassment.

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Josai University Josai Junior College

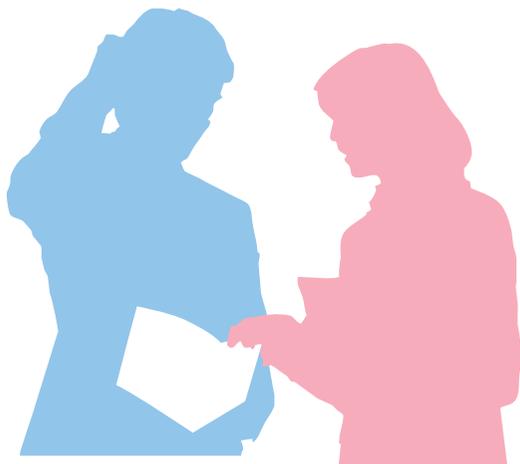


Harassment is...

Any words spoken or actions taken against the wishes of another person and in violation of their human rights.

It doesn't matter whether or not this is intentional or self-aware.

Victims of harassment may suffer harm to their character and other unpleasant or negative consequences, as well as deterioration of their academic, research, or workplace environment.



! For example, the following actions constitute harassment.

Sexual harassment

- Making unwanted sexual requests, and imparting either benefit or detriment depending on the other person's response.
- Forcibly assigning roles according to gender differences.
- Creating a worse academic, research or workplace environment with sexually unpleasant words or actions.



Academic harassment

Inappropriate behavior by a person exercising a position of authority in a classroom or lab, which harms either another person's desire to study or research or the academic/research environment itself.

Power harassment

Inappropriate words, guidance, or treatment by a person using superior workplace authority, which harms either another person's desire to work or the workplace environment itself.



Alcohol harassment

Harassment combining these factors

Don't engage in or permit harassing behavior



Harassment can also occur unintentionally or while unaware.

Although the harasser may have meant it lightly, without intending to cause harm, harassment can be unbearable for the victim.

The feelings of the victim are foremost when determining whether something constitutes harassment or not.

- Always try to imagine how other people may feel.
- Don't do things that make other people feel uncomfortable.
- If something happens to make you feel uncomfortable, try speaking up and expressing your feelings—say "No!" However, if you're unable to do this, don't blame yourself. Discuss the matter with us.
- We should strive continuously to create mutually respectful relationships as equal human beings, even where academic/employer/junior/senior relationships exist.

Avoid becoming a harasser

- Don't do things that make other people feel uncomfortable. People may not always speak up clearly, even when they are feeling uncomfortable.
- The excuse "But I didn't mean to" is simply not valid. Paying attention to your own words and actions is the bare minimum of good manners.
- Pay attention to your own words and actions, especially when having a good time at a social occasion for a club or circle.
- When practicing teaching, remember that you are the teacher in this place of academic learning. Pay attention to how you speak to your students.
- When conducting internships, remember to speak and act like a responsible member of society.