

October 1, 2026

Dear faculty and staff,

Chairperson of the Board of Executives

(Notice) Prevention of Sexual Harassment Against Job Seekers, Etc.

In accordance with the Act to Partially Amend the Act on Comprehensively Advancing Labor Measures, and Stabilizing the Employment of Workers, and Enriching Workers' Vocational Lives, Etc. (Act No. 63 of 2024, hereinafter "the Act"), which mandates employers to implement measures to prevent sexual harassment against job seekers, the Corporation has taken the following actions.

1. Measures Taken by the Corporation

Effective from October 1, 2026, the Corporation is legally obligated to implement measures to prevent sexual harassment by faculty and staff against individuals seeking jobs at the Corporation (hereinafter "Job Seekers, Etc."). Therefore, faculty and staff are requested to pay attention to the points outlined in section 2 below.

The details of what faculty and staff should be aware of in order to prevent sexual harassment against Job Seekers, Etc., will be announced at a later date after revising the Harassment Prevention and Countermeasure Guidelines of UoA and JCD.

2. Points to Note for Corporate Faculty and Staff

All faculty and staff are required to deepen their understanding of social norms and exercise care in their conduct to avoid committing sexual harassment against Job Seekers, Etc. or any other individuals.

As specific examples, faculty and staff must strictly refrain from the following actions, as they may lead to suspicions or misunderstandings by Job Seekers, Etc., according to social norms.

[Actions to avoid] *These are merely examples and are not an exhaustive list.

- Having one-on-one conversations in a secluded setting with Job Seekers, Etc.
- Exchanging private contact information (including social media accounts) with Job Seekers, Etc.
- Meeting privately with Job Seekers, Etc.

3. Other matters

Organizations that are conducting recruitment in the future are requested to include contact information for consultation services related to sexual harassment for job seekers in their recruitment-related documents.

For details of the information to be included, please consult the General Affairs and Budget Section.

Administrative Contact: Deputy Director of the Administrative Office and Assistant Director of the General Affairs and Budget Division(E-Mail cl-general@u-aizu.ac.jp)
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