

# Preventing and Responding to Harassment

In order to provide concrete guidance on how to avoid engaging in harassment, how to prevent others from engaging in harassment, and how to respond when you are a victim of harassment, we created the University of Aizu Harassment Prevention and Response Guidelines.

For more details, search for "harassment" on the UoA website!



## ◎What is harassment?

Harassment refers to discriminatory behavior, treatment, etc. based on sex, race, nationality, age, sexual orientation, gender identity, disability, etc. that causes discomfort to or disadvantages the person subject to it, or damages their motivation to work, educate, learn, or conduct research, or their working, educational, learning, or research environment.

- Sexual Harassment
- Academic Harassment
- Power Harassment
- Maternity, Paternity, Childcare, and Family Care Harassment
- Other Types of Harassment (Alcohol Harassment, Moral Harassment, etc.)



Please keep in mind that the behavior shown in the following examples can be harassment even when done over email, regardless of whether communication is mutual or one-way.

## ◎What should I be conscious of in order to avoid engaging in harassment?

University employees and students must remain conscious of the following matters in order to avoid inadvertently engaging in harassment.

- (1) The importance of mutually respecting one another's personhood
- (2) The importance of remaining aware that you are both members of the same university
- (3) The importance of eliminating one's own prejudices and accepting each other's individuality
- (4) The importance of maintaining awareness that diverse cultures coexist within the university's global environment, which is one of its characteristics

## ◎What sort of behavior (speech and actions) can be harassment? (The follow list of examples is not exhaustive.)

- Unilaterally approaching or contacting someone with sexual intentions, such as looking someone up and down, staring, or engaging in unnecessary contact (shoulders, back, waist, cheeks, hair, etc.)
- Sharing or unilaterally making unlistenable sexual rumors or indecent jokes in classrooms
- Making comments such as "You're pretty spineless for a man," "Never send a woman to do a man's job," "The only good a woman is for in the workplace is eye candy," or "Women don't belong in academia."
- Engaging in psychological abuse, such as reprimanding students for trivial mistakes at a volume of voice beyond that appropriate for the purposes of instruction, or striking their desks or throwing objects when students are unable to solve a problem or understand a concept
- Scolding repeatedly on the same issue for unnecessary long time.
- Offering alcohol to someone under the drinking age (This is illegal.)
- Slandering or defaming someone from behind their back, or sending libelous letters or emails to them and the people around them
- Etc.

## ◎What should I do if I become a victim of harassment?

### 1 Basic Attitudes

- Being stoic about the problem won't solve it.
- You must not hesitate to take action to solve the problem.

### 2 When You Are a Victim of Harassment

- Express your intentions clearly when you are displeased.
- Consult with someone you can trust.

### 3 When you Witness or Learn of Harassment

- Recommend consultation with counselors



## ◎How can I receive consultation regarding harassment?

Consultation regarding harassment is available from the following resources.

### Consultation Resources



#### 1 Student Counseling Room (Research Quadrangles, 252)

While the SRC is a general consultation service for students, it can also provide consultation regarding harassment.

- Tel: 0242-37-2610 Ext. 2133
- E-mail: [counseling@u-aizu.ac.jp](mailto:counseling@u-aizu.ac.jp)
- Address: 90 Kamiawase, Tsuruga, Ikki-machi, Aizu-Wakamatsu, Fukushima, 965-8580

#### 2 Harassment Counselors

Twenty harassment counselors have been designated by the president from university faculty and administrative staff members. You can consult with them directly.

- Contact for Harassment Counselors  
URL: <http://www.u-aizu.ac.jp/en/current/internal/organization/post-2.html>  
\*You can find this page by searching for "harassment" on the university website.
- Contact for Harassment Consultation  
E-mail: [harassment@u-aizu.ac.jp](mailto:harassment@u-aizu.ac.jp)  
\*Emails sent to this address are received only by the staff of the Administrative Office (General Affairs and Budget Division and Student Affairs Division).

### Requesting Consultation

Requests for consultation with a harassment counselor are made in person, by phone, or in writing (sealed letter or email) based on the Harassment Consultation Application Form (Attached Form 1). Multiple harassment counselors are available and you may consult with any of them, so feel free to choose the one you feel would be most comfortable consulting with. Further, you can request consultation anonymously or request that your name remain confidential when you request or receive consultation. Your privacy will be given the maximum possible consideration.

Administrative Contact: Administrative Office (General Affairs and Budget Division and Student Affairs Division) of the Committee for the Prevention of Harassment, Harassment Counseling

Tel: 0242-37-2506 Ext. 2211 (General Affairs and Budget Division)

0242-37-2514 Ext. 6101 (Student Affairs Division)

E-mail: [harassment@u-aizu.ac.jp](mailto:harassment@u-aizu.ac.jp)