

Regulation on the Prevention of Harassment, Etc. at the Public University Corporation, The University of Aizu

(April 1, 2006, Regulation No.42)

**Article One
(Objective)**

1.1 The objective of this regulation is to protect the rights and interests and assure an appropriate work and study environment for Executives and Employees, Students, Etc., and interested external parties at the Public University Corporation, The University of Aizu (hereinafter, "CORPORATION") by providing for the required matters related to the prevention, etc. of harassment, based on the provisions of Article 31 of the Office Regulations for Personnel of the Public University Corporation, The University of Aizu (regulation No. 36 of 2006; hereinafter, "OFFICE REGULATIONS").

1.2 The internal committee, etc. that will handle the filing of harassment claims, harassment counseling, and the prevention of harassment will be provided for separately.

**Article Two
(Definitions)**

2.1 For the purpose of this REGULATION, the meanings of the terms listed in the following items shall be in accordance with the provisions of each of the following items.

- (1) Executives and Employees This shall refer to executives, faculty members, researchers, administrative staff, and technical staff of the CORPORATION, regardless of full or part-time status.
- (2) Students, Etc. This shall refer to undergraduate students, graduate students, research students, non-degree status students, and audit students.
- (3) Harassment This shall refer to matters to which items 4 through 8 apply.
- (4) Sexual Harassment This shall refer to the act of disadvantaging another person, causing them discomfort, or damaging their motivation to work, educate, study, learn, or research, or the environment in which they do so, through unwanted words and deeds of a sexual nature (including words and deeds based on sexual interest or desire, as well as an attitude that individuals should play their assigned gender roles, regardless of whether they occur within or outside of the CORPORATION.) by an individual with a position of superiority or a continuous relationship with the individual subjected to the sexual harassment.

- (5) Academic Harassment This shall refer to the act of using one's position of superiority or power relationship in the context of education or research to damage another person's motivation to study, learn, or research, or the environment in which they do so, through inappropriate words, deeds, or instruction.
- (6) Power Harassment This shall refer to the act of using one's position or power relationship in the context of employment duties to damage another person's motivation to work, educate, or conduct research, or the environment in which they do so, through inappropriate words, deeds, or treatment.
- (7) Maternity/Care Harassment This shall refer to the act of disadvantaging another person, causing them discomfort, or damaging their motivation to work, educate, study, learn, or research, or the environment in which they do so, through words and deeds aimed at preventing individuals from using systems and measures related to pregnancy, childbirth, childcare, family care, etc., as well as harassment of the individual for using said systems and measures, or harassment, etc. of the individual due to their pregnancy, childbirth, childcare, or family care, etc.
- (8) Other Harassment This shall refer to the act of disadvantaging another person, causing them discomfort, or damaging their motivation to work, educate, study, learn, or research, or the environment in which they do so, through discriminatory words and deeds, discriminatory treatment, etc. based on gender, race, nationality, age, sexual orientation, gender identity, and disability other than that to which items 4 through 7 apply.

Article Three

(Responsibilities of Personnel)

3.1 Executives and Employee, as well as Students, Etc. shall make efforts regarding the prevention, etc. of harassment in accordance with this REGULATION.

Article Four

(Responsibilities of the Chairperson)

4.1 The Chairperson of the Board of Executives (hereinafter, CHAIRPERSON) shall be in charge of the prevention of harassment within the CORPORATION, and must, respecting the report of COMMITTEE provided for in Article 1, Paragraph 2, take the necessary measures as appropriate and in a timely in the event that a problem stemming from harassment occurs.

4.2 The CHAIRPERSON must not levy disciplinary measures at an Executive or Employee, or a Student, Etc., or otherwise treat that individual in a

disadvantageous manner, or allow such treatment to occur, for the reason that the individual received counseling regarding harassment, assisted with a confirmation of facts, etc.

4.3 The CHAIRPERSON must take appropriate measures to assure that the work or study environment of an Executive or Employee, or a Student, Etc. is not negatively impacted for the reason that the individual received counseling regarding harassment, assisted with a confirmation of facts, etc.

Article Five (Disciplinary Measures)

5.1 Executives and Employees who have committed harassment may, depending on the situation, be subject to disciplinary measures for disreputable conduct and/or misconduct unbecoming to an Executive or Employee based on the OFFICE REGULATIONS and other relevant regulations.

5.2 Students, Etc. who have committed harassment may, depending on the situation, be subject to disciplinary measures as students who have engaged in conduct unbecoming to their status as students based on the Ruling on the University of Aizu (Regulation No. 3 of 2006), the Ruling on the University of Aizu Graduate School (Regulation No. 4 of 2006), the Ruling on the University of Aizu Junior College Division and other relevant regulations.

5.3 Executives and Employees, as well as Students, Etc. who have disadvantageously treated or harassed individuals for the reason that they received counseling regarding harassment, assisted with a confirmation of facts, etc. may, depending on the situation, be subject to disciplinary measures based on the Ruling on the University of Aizu (Regulation No. 3 of 2006), the Ruling on the University of Aizu Graduate School (Regulation No. 4 of 2006), the Ruling on the University of Aizu Junior College Division and other relevant regulations.

Article 6 (Miscellaneous Provisions)

6.1 Other than provided for by this regulation, necessary matters concerning the prevention, etc. of harassment shall be determined by the Chairperson of the Board of Executives or University President.

Additional Provisions

1. This REGULATION shall be enforced as of April 1, 2006.

Additional Provisions

This REGULATION shall be enforced as of April 1, 2017.