

Caution: The following are English translations of the University's official regulations concerning the prevention of harassment, which were originally written in Japanese. They have been made with intention of helping assist foreigners to better understand the University's official position, but they are not to be referred to as official documents.

Official procedures and paperwork for matters concerning harassment prevention at the University must therefore ultimately be based upon the wording in the original Japanese versions of the texts that represent the University's official position. Please be aware of this point as you read through the English versions.

Regulations for the Prevention of Harassment at Osaka University

Objective:

Article 1 These regulations are designed for the purpose of maintaining a favorable education, research, and work environment and insuring the fair management of personnel, the protection of the interests of faculty, staff, and students, as well as for insuring the work efficiency of the faculty and staff at Osaka University (hereinafter referred to as "the University"). The articles below stipulate the various rules necessary for the prevention and elimination of harassment and for the corresponding measures to be taken against problems arising from harassment (hereinafter referred to as "the Prevention of Harassment").

Definitions:

Article 2 In correspondence to these regulations, the meanings of the terms listed in each item below shall be defined in accordance with the respective descriptions provided alongside each of those items.

- (1) Harassment: Sexual harassment, academic harassment, and power harassment.
- (2) Sexual harassment: Any unwanted sexual comment or behavior by faculty, staff, or students taking advantage of their position with relation to another faculty, staff, or student.
- (3) Academic harassment: Any inappropriate and unfair comment or behavior about research, education, or study by faculty, staff, or students unfairly taking advantage of their official position or authority with relation to, or de facto hierarchical relationship with, another faculty, staff, student, or relevant person.
- (4) Power harassment: Any inappropriate and unfair comment or behavior about work by faculty or staff unfairly taking advantage of their official position or authority with relation to, or de facto hierarchical relationship with, another faculty, staff, or relevant person.
- (5) Problems arising from harassment: Damage to the work or learning environment of faculty, staff, or students due to harassment and/or any disadvantage caused to faculty, staff, or students in relation to their work or study due to measures taken against harassment.
- (6) Department: University libraries, schools, graduate schools, research facilities, university hospitals, joint-use facilities, national joint-use facilities, the Administration Bureau, and other organizations deemed equivalent thereto by the University.
- (7) Dean: The head of one of the departments mentioned in the preceding item (in the case of the Administration Bureau, the Trustee in charge of administration).

Responsibility of the University:

Article 3 The University must make every effort to insure the Prevention of Harassment at the University with the following objectives.

- (1) To insure that faculty, staff, and students are thoroughly informed about these regulations and the separately established Anti-Harassment Policy at Osaka University.

- (2) To make every effort to raise the awareness of faculty, staff, and students by distributing pamphlets and posters and by conducting awareness surveys.
- (3) To provide faculty, staff and students with necessary in-service training regarding the Prevention of Harassment.
- (4) To provide newly appointed faculty and staff with educational training to provide them with a basic understanding of the Prevention of Harassment and to provide the newly appointed supervisors of those faculty and staff with training to assist them in understanding the role they are expected to perform regarding these matters.

Responsibility of Supervisors:

Article 4 All persons in a position of supervising faculty or staff or faculty, or staff who are in a position of teaching students, shall make every effort to prevent and eliminate harassment in accordance with the two items listed below and deal with any problems arising from harassment promptly and appropriately.

- (1) To heighten the awareness of harassment among faculty, staff, and students and enhance their understandings of the Prevention of Harassment through daily supervision.
- (2) To pay sufficient attention to the behavior and actions of faculty, staff, and students so as to eliminate harassment and all problems arising from harassment on campus.

Rules for faculty, staff, and students:

Article 5 Faculty, staff, and students must make every effort to create and maintain a sound, pleasant, and harassment-free campus environment.

Campus-wide counseling service:

Article 6 In order to answer to people's requests and complaints for counseling about harassment (hereinafter referred to as both, "the Grievances), the University shall establish the Osaka University Harassment Counseling Office (hereinafter referred to as "the Counseling Office) to provide campus-wide counseling services.

2 Any necessary items for the Counseling Office shall be established separately.

Departmental counseling service:

Article 7 Each department may appoint its own counselors in order to deal with the Grievances made by the faculty, staff, and students of the department.

2 Counselors appointed by each department shall provide counseling etc. for the Grievances in collaboration with the Counseling Office.

3 Any necessary items concerning the departmental counseling services shall be determined by the deans of each respective department.

Responsibility of each dean:

Article 8 Each dean shall make every effort for the Prevention of Harassment in his/her department.

Departmental committee:

Article 9 Departmental committees shall be established to carry out the matters described under each of the following items (1)~(4) regarding the Prevention of Harassment in each department.

(1) Items concerning the planning and implementation of public awareness campaigns for the Prevention of Harassment and other related matters.

- (2) Items which concern educational training for harassment provided to faculty, staff, and students.
 - (3) Items concerning the approach to considering measures to prevent a recurrence of harassment.
 - (4) Items deemed necessary by the dean.
- 2 Notwithstanding the provisions of the preceding paragraph, if it is difficult for a department to set up its own departmental committee, several departments can jointly establish a departmental committee.
- 3 Other items necessary for each departmental committee shall be decided by each department (or, in the case of the preceding paragraph, by the said departments).

Protection of privacy etc.:

Article 10 In dealing with harassment, counselors and department committees shall conduct fair fact-finding regarding the parties and people concerned and pay due attention to the honor and privacy of the people being investigated.

2 Counselors and individuals involved in dealing with problems arising from harassment shall maintain the confidentiality of information obtained during the execution of their duties. This provision shall remain effective even after the termination of such duties.

Prohibition of disadvantageous treatment:

Article 11 The President, Trustee, dean of the department and other staff shall not give disadvantageous treatment to faculty, staff, and students who have filed a complaint about harassment, cooperated in the fact-finding for such complaint, or otherwise made appropriate complaints or taken appropriate measures against harassment, on the grounds of having done any of the foregoing.

Measures to be taken by each department against harassment:

Article 12 If a department finds that harassment has occurred and/or a need for specific measures as well as the need to conduct an investigation into harassment has arisen, the department shall report to and also consult with the Counseling Office about such an incident and request the Counseling Office to follow-up on the incident and take actions as necessary.

Anti-Harassment Council:

Article 13 The University shall establish the Osaka University Anti-Harassment Council (hereinafter referred to as “the Anti-Harassment Council) for the purpose of considering measures to be taken regarding the Grievances.

2 Any necessary items regarding the Anti-Harassment Council shall be prescribed separately.

Investigation Committee:

Article 14 The University shall establish the Osaka University Harassment Investigation Committee (hereinafter referred to as “the (Investigation Committee) for the purpose of investigating incidents of harassment.

2 Any necessary items regarding the Investigation Committee shall be prescribed separately.

(Other matters)

Article 15 In addition to these regulations, any necessary items regarding the Prevention of Harassment shall be prescribed separately.

Supplementary Provision

These regulations are effective from April 1, 2000.

Supplementary Provision

Revised and effective from August 1, 2000.

Supplementary Provision

Revised and effective from January 6, 2001.

Supplementary Provision

Revised and effective from March 21, 2001.

Supplementary Provision

Revised and effective from April 1, 2002.

Supplementary Provision

Revised and effective from April 1, 2004.

Supplementary Provision

Revised and effective from October 20, 2004.

Supplementary Provision

Revised and effective from April 1, 2005.

Supplementary Provision

Revised and effective from June 18, 2008 and applicable to professional advisors appointed on or after the effective date.

Supplementary Provision

Revised and effective from April 1, 2009.

Supplementary Provision

Revised and effective from April 1, 2010.