

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.

Osaka University Anti-Harassment Council Regulations

Purpose:

Article 1: The following regulations shall prescribe necessary matters regarding the Osaka University Anti-Harassment Council (hereinafter referred to as "the Anti-Harassment Council") pursuant to Paragraph 2 of Article 13 of the Regulations for the Prevention of Harassment at Osaka University.

Duties:

Article 2: The Anti-Harassment Council shall perform the following duties:

- (1) Deliberate on harassment cases reported by the Osaka University Harassment Counseling Office (hereinafter referred to as "the Counseling Office") deemed as requiring action (hereinafter referred to as "the Case Requiring Action")
- (2) Deliberate on the need for damage control pertaining to the Case Requiring Action, recommend or request relevant departments, etc. to exercise necessary measures, and determine what course of action is required
- (3) Request the Osaka University Harassment Investigation Committee (hereinafter referred to as "the Investigation Committee") to investigate the Case Requiring Action as necessary
- (4) Based on the results of the investigation, determine remedial procedures for victims, establish recurrence prevention plans, request relevant persons to take necessary measures, and request the department in charge to consider taking disciplinary action where needed
- (5) In the event of non-performance of remedial measures for victims or recurrence prevention measures, order relevant persons for the performance thereof as necessary.
- (6) Liaise and coordinate with the President and the Office for Risk Management
- (7) Deliberate on important matters regarding anti-harassment measures

Organization:

Article 3: The Anti-Harassment Council shall consist of the following Committee Members:

- (1) A person designated by the President from the Trustees
- (2) Director of the Counseling Office
- (3) Chairperson of the Investigation Committee
- (4) Chairperson of the Human Rights Committee
- (5) Director of the Office of the General Counsel
- (6) Deputy Director of the Counseling Office

- (7) A member of the Office for Risk Management designated by the Director of the Office for Risk Management
 - (8) Other persons deemed necessary by the Anti-Harassment Council
2. Committee Members shall be appointed by the President.

Chairperson:

Article 4: The Chairperson shall be appointed to the Anti-Harassment Council from the Committee Member provided for in Paragraph 1.1 of the preceding Article.

2. The Chairperson shall preside over the Anti-Harassment Council.

Vice-Chairperson:

Article 5: The Vice-Chairperson shall be appointed to the Anti-Harassment Council by the Committee Members aforementioned in Paragraph 1.2 of Article 3.

2. The Vice-Chairperson shall assist the Chairperson and perform duties of the Chairperson on his/her behalf in the event of an accident on his/her part.

Attendance by persons other than Committee Members:

Article 6: The Chairperson may, if he/she deems necessary, allow non-Committee Members to attend an Anti-Harassment Council meeting to hear his/her opinions.

Protection of privacy etc.:

Article 7: All persons involved in the Anti-Harassment Council shall pay due attention to the honor, human rights, and privacy of the people involved in the complaint.

2. All persons within the Anti-Harassment Council as well as individuals dealing with problems arising from harassment shall maintain confidentiality in the information obtained through the execution of their duties. This provision shall remain effective even after the termination of such duties.

Administration:

Article 8: Administrative affairs of the Anti-Harassment Council shall be handled by the Anti-Harassment Office, Department of General Affairs.

Miscellaneous Provisions:

Article 9: In addition to these regulations, any items regarding the Anti-Harassment Council shall be prescribed separately.

Supplementary Provision:

These regulations shall be effective as of April 1, 2010.