

# STOP!! HARASSMENT

October 2022



## Message from Executive Vice President MIZUSHIMA

During the Showa era (1926-1989), it was rare to hear a mention of harassment. It was not until the Heisei era (1989-2019) that sexual harassment in the workplace was properly challenged in the court. The first court case, the Fukuoka Sexual Harassment Case (Fukuoka District Court, April 16, 1992), was a case in which a male supervisor repeatedly made comments to a female subordinate about her promiscuity, leading to her resigning from her position. The court confirmed the man's legal liability. This trial brought sexual harassment to the public's attention. At the time, there was no legal framework for harassment.

In the Heisei era, laws and regulations concerning harassment were established. Sexual harassment is regulated by the Equal Employment Opportunity Law, while maternity harassment is regulated by the Equal Employment Opportunity Law as well as the Child Care and Family Care Leave Law. In the most recent Reiwa era, Measures for the Prevention of Power Harassment were included in the Act on Comprehensive Promotion of Labor Policies.

Practices and behaviors that were acceptable in the Showa era are likely to be considered illegal harassment in the Reiwa era. That harassment is wrong is obvious. In the Reiwa era, we must stay conscious that harassment is not to be tolerated.



We at Osaka University **do not overlook or allow harassment and will take steps to deal with harassment strictly.**

We ask for everyone's cooperation.



**Ikuko Mizushima, Executive Vice President, Trustee**

**Harassment Counseling Office** (Strict confidentiality)

Toyonaka campus 06-6850-5029, 06-6850-6505

Suita campus 06-6879-6981, 06-6879-6982

Minoh campus 072-730-5112

Website [https://www.osaka-u.ac.jp/ja/campus/life/prevention\\_sh](https://www.osaka-u.ac.jp/ja/campus/life/prevention_sh)

If you want to talk to someone, please contact us.

Edited and published by the Harassment Counseling Office, Health and Counseling Center  
1-17, Machikaneyama, Toyonaka, Osaka 560-0043

Email: [campuslifekenkou-harassment@office.osaka-u.ac.jp](mailto:campuslifekenkou-harassment@office.osaka-u.ac.jp)

