

# STOP!! HARASSMENT

December 2021



## Message from Deputy Manager, Harassment Counseling Office

One of the most difficult things about harassment issues is that the harasser is not actually aware that they are harassing someone. They often believe that they are passionate in their guidance of students and subordinates and that they are merely pointing out areas that are not being done properly. The harasser is only angry because they are being ignored or disobeyed. They simply advised the victim that they are not suited to do this sort of research or work. The harasser lacks awareness that expressing their own emotions and attitudes from supervisor to subordinate in a straightforward manner with no consideration for the other person is harassment.

Therefore, it falls to the victim to claim the harassment in order to solve the problem. The victim must inform the harasser that their behavior is harassment. The subordinate must inform their supervisor that they really shouldn't express their emotions so straightforwardly to a subordinate.

However, it is extremely difficult for the victim to directly appeal to the harasser. So, speaking to a trusted friend or colleague is the best first step. Even just begin with complaining. It is hoped that the friend or colleague will recognize the harassment and guide the victim to the harassment counseling officer in their department or to the Campus Harassment Counseling Office. The person being harassed is of course always welcome to come and speak to the counseling office.

Osaka University as a whole is working to prevent harassment and holds the position that harassment is "never overlooked, never allowed, and is dealt with strictly". The first step simply requires the courage to speak up and consult the counseling office.

**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.**



**Junko Komori, Deputy Manager, Harassment Counseling Office**

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



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