

# Don't Suffer in Silence... Our Counselors Will Listen to You!

**At the Counseling Offices, our Professional Counselors and staff will do their best to put themselves in your shoes and listen before they give advice.**

- The Counselors will strictly protect and respect your privacy. You may consult anonymously as well.
- You may consult with a counselor under a pseudonym. However, please understand that using a pseudonym limits the help we can provide.

## Measures against harassment

- The University will endeavor to provide redress to victims of harassment in the best possible way even while consultations and investigations are still ongoing. No one should suffer disadvantages on the grounds that he/she consulted one of our counselors, and if it is found that any disadvantage has arisen, appropriate measures will be taken.
- The Counseling Office may, with the consent of the consulter, coordinate with the department, etc. to which the alleged offender belongs in order to resolve the problems.
- If it is determined that the Counseling Office cannot resolve the problems or that measures need to be taken to provide redress to the victim or prevent recurrence of the problems, then, with the consent of the consulter, the Office will report the case to the Anti-Harassment Council. Depending on the nature of the consultation, the council may take measures involving the associated department in order to prevent further damage. If an investigation of facts is deemed necessary, the Anti-Harassment Council may ask the Investigation Committee to conduct such an investigation.
- The University gives its first priority to the protection and relief of victims and will assume a reasonably stern attitude to offenders.

## Osaka University

### Harassment Counseling Offices

- If you wish to have a personal interview with a Counselor to receive advice, please make an appointment by phone at the Counseling Office of your choice.
- For the consultation hours of each Counseling Office, please refer to the current information available on our webpage on harassment which can be accessed by visiting "Campus Life"(found at the top of any page at Osaka University's website) → "Student Support Service" → "Preventing all types of Harassment" ([https://www.osaka-u.ac.jp/en/guide/student/prevention\\_sh/](https://www.osaka-u.ac.jp/en/guide/student/prevention_sh/)).

#### Suita Campus (3F, Bldg.1, Nurse Housing)

##### Counseling Office 1

06-6879-6981 (direct line)(Room #1311)

##### Counseling Office 2

06-6879-6982 (direct line)(Room #1312)



#### Toyonaka Campus

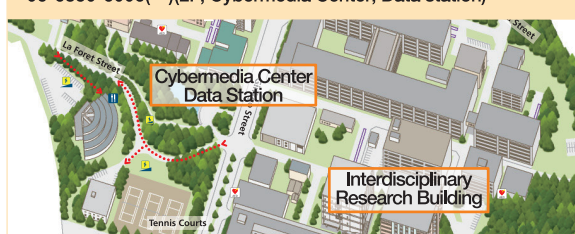
##### Counseling office 1

06-6850-5029(direct line)

(Room #704,7F, Interdisciplinary Research Building)

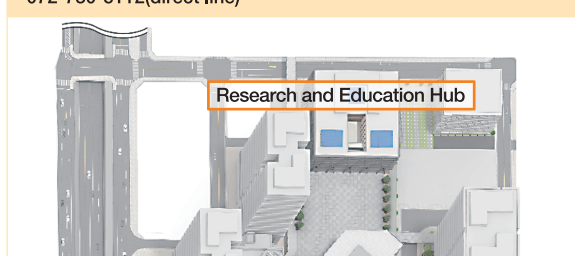
##### Counseling office 2

06-6850-6006( // )(2F, Cybermedia Center, Data station)



#### Minoh Campus (1F, Research and Education Hub)

072-730-5112(direct line)



## Osaka University's general approach

In accordance with the spirit of respect for human rights, Osaka University and its members must maintain a liberal, open-minded environment where all members respect one another, communicate on an equal footing as individuals, and make an effort to share equal opportunities to demonstrate their abilities. It is the obligation of all members, and it is the University's social responsibility, to maximize the ability of all members to execute their respective tasks in education, research, and work activities in a healthy and positive environment.

Osaka University does not overlook or forgive harassment and deals with it strictly. These are the three principles of our harassment prevention measures. We take a stringent stance to prevention and seeking solutions as we aim to eradicate all kinds of harassment at the university as well as to maintain a good educational, research, and working environment. This applies to all members of the university.



## To Maintain a Comfortable Study and Work Environment where there is Mutual Respect for Human Rights and Individuality

### What is harassment?

In The University the term “harassment” refers to

“sexual harassment”  
“harassment based on pregnancy, childbirth, childcare leave, etc.”  
“academic harassment”  
“power harassment”



Specifically...

### How to avoid engaging in harassment

- Respect the personalities of others and understand that the basic principle for the protection of human rights is respect for the individual.
- Keep in mind that all members of the University are mutually important partners.
- A person who is in a position of power, whether it be academic or official, must be aware of the impact of his/her behavior and must always be considerate of others.
- A person who is in a teaching position must be aware that harassment is an act that violates human rights, such as the right to study, the right to receive an education, and the right to work in a good environment. Therefore, he/she must always give due consideration so as not to lose sight of the true purpose of research and education and be diligent in maintaining good communication and trusting relationships with others to ensure that their words and actions are not misunderstood.

### How to resolve problems if you suffer harassment

- Do not suffer in silence if you become a victim of harassment. Consult with people you trust such as friends, family members, and colleagues.
- The University has established counseling offices for harassment problems.
- Make an effort keep records where possible. Keep a record of what happened, including answers to questions pertaining to “when, where, who, and what” If someone is likely to have witnessed the incident, ask him/her testify.
- If anyone around you is suffering from harassment, have the courage to help the person by taking actions such as the following. Give the offender a warning with a statement such as, “That behavior can be considered harassment.” Serve as a witness and accompany the victim when he/she consults with the Counselors.

## Listed below are examples of behavior that can constitute harassment.

### Sexual harassment

- Making obscene jokes.
- Asking questions about the victim's sexual experiences or sex life.
- Spreading sexual rumors about a person or making sexual jokes at their expense.
- Putting up nude pictures, etc. in the laboratory.
- Ordering someone to sit next to a faculty staff member and/or forcing them to pour drinks at a drinking party.
- Staring persistently at a person's body.
- Repeatedly asking someone out for dinner or a date on the pretext of providing research guidance.
- Making phone calls or sending letters of email messages containing sexual content.
- Making such comments as, “You have no guts even though you're a man” or “For a woman, you don't act very cute.” or “Are you gay or something?”
- Addressing someone by a name that implies disrespect such as “boy,” “girl,” “child,” “sonny,” “pampered young lady,” “ojisan<sup>1</sup>,” or “obasan<sup>2</sup>.”

<sup>1</sup> Term used to describe an older man. Connotation varies but may be negative depending on context.

<sup>2</sup> Similar to 1, but refers to older woman.

### Harassment based on pregnancy, childbirth, childcare leave, etc.

- Making comments such as “Aren't you just going to quit?” to pregnant individuals considering maternity leave.
- Making comments such as “You need to focus on raising your child, so don't bother doing anything else. You won't be able to work for a while.” after learning of someone's pregnancy.
- Making comments such as “It must be nice being pregnant, they let you get away with anything” after seeing decreased ability to work or asking to leave work on time due to morning sickness or other pregnancy-related illnesses.
- Making comments such as “If you're going to take leave, we'll just have you quit” after consulting with a pregnant individual on obtaining maternity leave.
- Making comments such as “We've already hired your replacement so you don't need to come back” to those currently on or about to go on childcare leave.
- Making comments such as “Do men get childcare leave just like women do? No way!” in response to a request for childcare leave.
- Making comments such as “I wouldn't do that if I were you” in response to those requesting leave to care for a family member.
- Making comments such as “Why don't you have kids?” or “You're only an adult if you have kids.”

### Academic Harassment

- Neglecting to provide instruction and guidance for research and education without a justifiable reason.
- Interfering with research activities by prohibiting the use of literature, books or research instruments, etc., without a justifiable reason.
- Forcing a person to accompany you on a private activity or pick-up and/or drop you off.
- Prohibiting job-hunting activities without justifiable cause.
- Forcing a person to repeat a year by arbitrarily changing the criteria for determining graduation or completion.
- Forcing a person to retire against his/her wishes or to unfairly transfer him/her to another research and educational institution.
- Scolding a person for a minor mistake in a loud voice or in front of others.
- Refusing an interview or other direct communication without a justifiable cause.
- Refusing to give instruction/guidance to or directing insulting behavior or words at a specific student.

### Power harassment

- Refusing to give instruction or guidance without a justifiable reason.
- Refusing to assign duties without a justifiable reason.
- Refusing to accept a request for leave without a justifiable reason.
- Forcing a person to retire or to change positions.
- Refusing to approve of a person's retirement even though the person wishes to retire.
- Behaving and/or using words that go beyond what was expected, and slandering or violating the other's human rights.
- Taking part in an act that unfairly demeans a person's personality or position such as the circulation of a false rumor or anonymous documents about him/her.
- Unfairly spreading personal information obtained during the course of one's work about a subordinate or colleague.

