

Harassment Counseling Office Newsletter

Issue 43
November 2023

Here is the 43th newsletter
from the Harassment
Counseling Office.



A word from our counselors

Whose problem is harassment?

When harassment occurs, it is often thought of as a problem for only the parties involved. In reality, however, much harassment is influenced by the laboratory and work environment. Certainly, there are factors such as individual personalities and interpersonal relationships, but an atmosphere in which harassment, even when it occurs, is not taken seriously and indifference to harassment among members can create an environment in which harassment is likely to occur, leading to serious situations.

Characteristics of an environment where harassment is likely to occur

The Ministry of Health, Labor and Welfare's 2020 survey on harassment in the workplace identified the following characteristics related to harassment in workplaces. The survey results show that there is little or no communication between supervisors and subordinates, that jokes, taunts, and teasing are routinely seen among members, and that failure is not tolerated or there is a low tolerance for failure (these are just some of the characteristics; other characteristics are also listed in the survey results.) Although this survey was conducted in the workplace, a similar situation could occur in a laboratory or club activity. In an environment where the pressure is high, but communication between members is weak and uncomfortable for those who are listening, that is an environment in which harassment is very likely to occur. How about your laboratory or workplace? Maybe not all of these characteristics are present but perhaps you have noticed some of them.

It is not just someone else's problem, consider it your own

The overall atmosphere of a laboratory or workplace and the attitudes of others cannot be changed quickly. However, if each individual changes his or her own awareness and attitude, this will eventually lead to a change in the whole. In particular, be aware that the attitude of those in positions of administrative responsibility, such as faculty members and supervisors, has a significant impact on students and subordinates. Also, if harassment occurs around you, do not turn a blind eye to it because you are not directly involved, but rather be willing to confront it as an event that has occurred in a place where it impacts you.

Reference: 厚生労働省（2021）職場のハラスメントに関する実態調査報告書
<https://www.mhlw.go.jp/stf/seisakunitsuite/bunya/0000165756.html>
Report on the Survey on Harassment in the Workplace

Continued overleaf

Harassment Counseling Offices

2023.9.11~

Campus	Room	Mon.	Tue.	Wed.	Thu.	Fri.
Toyonaka	Harassment Counseling Office 1 Room #704, 7F, Interdisciplinary Research Building 06-6850-5029	10:00-13:00	10:00-13:00	12:00-15:00	11:00-14:00	
	Harassment Counseling Office 2 2F, Data Station, Cybermedia Center 06-6850-6006		13:00-16:00	11:00-14:00		
	Harassment Counseling Office 3 2F, East Staircase, Health and Counseling Center 06-6850-6505 ※Male counselor		※13:30-17:30		※13:30-17:30	※13:30-17:30
Suita	Harassment Counseling Office 1 Room #1311, 3F, Division of Nursing Building 1 06-6879-6981	10:00-13:00				11:00-14:00
				15:30-18:30	15:30-18:30	15:00-18:00
	Harassment Counseling Office 2 Room #1312, 3F, Division of Nursing Building 1 06-6879-6982 ※Male counselor		※9:00-13:00		※9:00-12:00	
		※13:00-16:00	※14:00-16:00			
Minoh	General Harassment Counseling Office 1F, Research and Education Hub 072-730-5112 ※Male counselor		Open only 2nd and 4th week		※13:00-16:00	

- Consultations with a professional counselor may be in person or by telephone (appointment required)
- Confidentiality is guaranteed. Anonymous consultations by telephone are welcome.
- See the Osaka University website for details on the locations, opening hours, and availability of consultations in English.

https://www.osaka-u.ac.jp/en/campus/life/prevention_sh/prevention_sh

