

# STOP!! HARASSMENT

October 2023



## Message from Assistant Deputy Counseling Manager

### Creating a harassment-free environment

#### Communication based on mutual respect

Harassment undermines the activities of all parts of the organization (educational, research, workplace, etc.)

To prevent this, it is vital to create a harassment-free environment.

Harassment-prone environment	Creating a preventative environment	Examples
<ul style="list-style-type: none"><li>●Organization's purpose is unclear</li><li>●One way traffic between supervisors and other members</li><li>●Poor communication</li><li>●Lack of mutual trust</li><li>●Performance evaluation methods are vague and subjective</li></ul>	<ul style="list-style-type: none"><li>●Clearly state purpose</li><li>●Free expression of opinions from members to supervisors</li><li>●Always smooth communication</li><li>●Hold trust in others</li><li>●Make performance evaluations objective</li></ul>	<ul style="list-style-type: none"><li>●Policy Manual</li><li>●Supervisors ask for input</li><li>●Anonymous survey</li><li>●Regular roundtable discussions</li><li>●Write down the strengths of the other person</li><li>●Objective and clear disclosure of performance criteria</li></ul>

The foundation of a harassment-free environment is one of mutual respect.

All people are, by nature, equal. It does not depend on age, gender, origin, education, occupation, position, ability, health, or physical fitness. Everyone has weaknesses and shortcomings. Physical changes and emotional ups and downs are completely normal. Let's treat others with consideration.

Let's find each person's good points and strengths and give them respect.

Respect and trust each other, and listen carefully first.

Let's create an environment of communication where we can say anything to each other.

**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.**

**Masahiko Koizumi, Assistant Deputy Counseling Manager**

**Harassment Counseling Office**

**Harassment Counseling Office** (Strict confidentiality)

Toyonaka campus 06-6850-5029, 06-6850-6006, 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.

