

# Harassment Counseling Office Newsletter

It's December now! With the New Year coming soon, it may be a busy time for many of you. For Issue 4 we've collected many short articles, so please read them at your leisure!

## Making the most of educational mini-posters

In order to educate the public, the Harassment Counseling Office makes various harassment mini-posters, in addition to leaflets and posters. In order to reach even the most insensitive harasser, don't you think that hanging posters visibly in our offices and research laboratories will be effective?

【Publication Location】 <http://osku.jp/p042>

※Students can obtain posters through your respective departments.

## Is it okay to talk to about power harassment?

Administrative staff in particular may worry about power harassment. Is endurance your only choice while waiting for personnel change? Some people even fall into depression while waiting for change. After consultation, the counselors will never immediately contact the harasser or your superior. We will always proceed carefully, and in accordance to your wishes. In some cases this might mean forgoing intervention with the harasser or your superior altogether, instead supporting you through mental and emotional care. We urge you to come in for a consultation.

## Seasonal rise of alcohol harassment

During the New Year's holidays, there are many chances to drink alcohol with people from your workplace or research laboratory. Just because you've had too much to drink doesn't make it okay to touch or grab other people. This is still harassment. Furthermore, if academic or administrative staff say, "Don't worry about our differing positions," this does not change their unequal influence in the research laboratory or workplace. Please be careful with your actions and words, and be considerate to those in lower positions, like students or subordinates. Even as everyone enjoys themselves, do not let alcohol ruin your relationship with others. If you see someone engaging in inappropriate behavior, please inform that person immediately, "That's not okay."

## No time for a consultation?

Some administrative staff dealing with power harassment would like to receive counseling, but assume there isn't enough time. In order to correctly assess each situation, we ask that the first consultation be conducted in person. However, after the first consultation, some arrangements can be made with your counselor according to your needs and counselor's schedule. If you would like any counseling, please call and make an appointment.

Are you okay?

Only women are asked to serve alcohol at social gatherings and parties.

Heard: "Young girls are better than older ladies!"

Repetitively been invited to eat out to discuss research guidance...

Been asked: "You still don't have any children?"

**That might be sexual harassment!**

Please feel free to ask for consultation at Harassment Counseling Office.  
You may consult us about any incident you have witnessed.  
The Counselors will strictly protect and respect your privacy.  
For the consultation hours of each Counseling Office, please refer to the current information available on our webpage.






## Osaka University Harassment Counseling Office

Toyonaka campus 06-6850-5029 (sexual harassment)

06-6850-6006 (academic and power harassment)

Suita campus 06-6879-7169 (sexual, academic and power harassment)

Minoh campus 072-730-5112 (sexual, academic and power harassment)

Website [http://www.osaka-u.ac.jp/ja/guide/student/prevention\\_sh/](http://www.osaka-u.ac.jp/ja/guide/student/prevention_sh/)



**Column Message from a counselor**

Recently, sexual harassment consultations about same-sex sexual harassment have been on the rise. I don't think this means that same-sex sexual harassment didn't exist until recently, but that instead victims are starting to realize that the discomfort they experience may be harassment, and that it is okay to seek help. Harassment against women such as verbal abuse or discrimination concerning their age, marriage status, pregnancy or childbirth may come from both men and women. Despite the expectation that other women would understand their feeling, female victims of this kind of harassment feel even more isolated and alone, and lose their trust in others. Although the great majority of sexual harassment cases involve male offenders and female victims, harassment of male victims by either male or female offenders is not uncommon. It isn't very difficult to imagine male victims being hesitant about seeking help, afraid of being doubted or negatively perceived. Victims are male in many cases of sexual harassment, and the majority of these male victims are not seeking help. It takes a lot of courage to talk about your painful experiences with a counselor you've never met before. That's why the most important thing for a counselor is listening carefully and empathizing with the victim's experience, and helping them find a way to change the situation for the better. Although the Harassment Counseling Office has its limitations, seeking help is better than trying to restore a safe and secure environment and change the situation by yourself. Working through this process together with the victim is the counselor's role. Even if it's only for a short period of time, I think that knowing someone is there to share your worries and thoughts and work through them with you is more important than merely solving your problem. I believe that this shared process of counseling will become your strength to overcome.

**Would you act or speak the same way with someone important to you?**

Because of increased awareness concerning sexual harassment, you may think that it is on the decline. This, however, is not the case. There are various kinds of sexual harassment such as same-sex sexual harassment, physical contact (including light touching) and so on. Sexual harassment is judged based on the recipient's feeling of discomfort. Even if you don't consider your actions to be sexual harassment, you should always consider that the other person might feel discomfort. Imagine if someone important to you was touched in private, or made fun of because of their appearance or for not having children at their workplace, research laboratory, or at a social gathering. The most important thing to consider is this: How will the other person feel if I say this? Stop doing things without thinking first!

**Issues for the university with the declining birthrate and aging population**

You've probably seen news about the declining birthrate and aging population. At this university, we receive many consultations about childcare leave and special leave. We also foresee an increasing number of people taking family care leave. We want to create an environment where we sympathize with each other, without envious co-workers or complaints about extra work. For those of you taking leave due to special circumstances at home, don't forget to verbalize your thanks to the people around you. You never know when a family member will need special care. Let's create a university built on communication and mutual respect, where everyone can enjoy working and studying together.

**Before speaking...**

Everything gets busier as we approach the end of the academic year. It's easy to become frustrated or angry, and accidentally say something inappropriate. "Anger management" is a popular topic these days. Before you say something you may regret, first wait six seconds, allowing yourself to calm down. If you're interested or want to learn more, trying looking it up!

