



# Harassment Counseling Office Newsletter

It's already December and the year is coming to a close. How was this past year for all of you? We are happy to present Issue #8 of the Harassment Counseling Office Newsletter.

Definitions regarding "harassment based on pregnancy, childbirth, childcare leave, etc." have been added to the university's harassment policy.

Under the revisions to Equal Employment Opportunity Law and the Child Care and Family Care Leave Act, as of January 1, 2017 employers are required to take measures to prevent harassment concerning pregnancy, childbirth, and childcare leave. Accordingly, our university has expanded our definition of harassment to include harassment related to pregnancy, childbirth, and childcare leave.

Regulations for the Prevention of Harassment at Osaka University, Article 2, Paragraph 3 (Partial revision on January 1st, 2017)

harassment based on pregnancy, childbirth, childcare leave, etc.

Any comment or behavior by faculty, staff, or students that gives a disadvantage or a discomfort to other faculty, staff, students, or relevant persons for reasons such as pregnancy, childbirth, or their usage of childcare leave, family care leave, other systems or measures.

These policies apply also to any temporary staff, as well as those having no direct employment relationship with our university.

The following statements may be considered "harassment based on pregnancy, childbirth, childcare leave, etc."



You're still working even though you're pregnant?

If you're going to take childcare leave, please quit so I can find a replacement for you.

Can't you ask other family members to take care of the nursing?

It's nice that you can rest at home after having a child.

It's ridiculous for a male to take paternity leave.



What do you think? As we show consideration in our interactions with those who are pregnant or have given birth, let us have the correct attitude towards childcare and nursing leave and build a workplace environment that is comfortable for everyone.

### Column

### Message from a counselor



Reports of incidents involving sexual assault in the university continue to come in. Whether it was a group of perpetrators, or alcohol was involved, there are often similarities between different cases. What bothers me the most is hearing reports about people (in this case women) being "ranked."

According to a recent news report, a defendant testified in court about "the general tendency among his peers to objectify women, disregarding their personality and dignity, and viewing them as merely objects for sex. After entering university they interacted with girls from other universities through club activities, but would make fun of them for being stupid, and only view them sexually." In that same report, the defendants were recorded as saying it was common to categorize female students as "girlfriend material", "friend material", "dating material", "sex material", and "something interesting to talk about", depending on the universities they attended.

Recently the men's soccer team at Harvard University received disciplinary action for sexual harassment directed towards the women's team. The university newspaper reported that in addition to making inappropriate sexual comments about the women's team, the men had also ranked members on women's team with a ten-point scale base, based on pictures of the women.

I think this shows the clear relationship between sexual harassment, sexual violence, and the objectifying "ranking" of women. Moreover, it is difficult to escape this tendency to rank people. Whether it is entrance into university, job searching, marriage or child rearing, people always compare and rank each other, trying to prove themselves better. I think we have all become used to ranking people. For this reason, I think it's important for us to stop and ask ourselves, "Is it really okay to rank people like this?"

Here at Osaka University, we want to stress that beauty pageant, an one kind of "ranking" is often just another form of hostile environment sexual harassment. I think this is a good chance for us to stop and reconsider the way we think.

\* Hostile environment sexual harassment arises from unwanted sexual conduct and results in creating an intimidating, hostile, or offensive working, research, educational or extra-curricular activity environment.

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

