

STOP!! Harassment

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From June, this year, the harassment preventive measures in a place of work were strengthened.

Three principles of the harassment preventive measures in this university

1. Don't overlook.
2. Don't allow.
3. Cope with it strictly.



First of all, he or she who wishes to consult should give us a telephone call.
(Lower part of this flier)

Sexual harassment



It is sexual speech and conduct contrary to a constituent's mind.

- A sexual joke, a question
- A notice of an obscene drawing
- Spread of a sexual rumor
- Unnecessary contact to the body
- The act which prevents employment volition by sexual speech and conduct
- Extortion of relations and extortion of a sexual relation
- Etc.



For example

- A breast and the waist were touched by the boss in the car under business trip.
- The coworker passed the information on his sexual contents intentionally in the customer.
- Although protested, the coworker is perusing the adult site with the operating personal computer.

Harassment, such as pregnancy, maternity leave, and a family-care leave

When a constituent becomes pregnant, or when maternity leave, a family-care leave, etc. are used, (or when it is presupposed that a constituent will use maternity leave, a family-care leave, etc.), it is injuring the person's employment environment.

The following speech and conduct by a boss or a coworker

- Speech and conduct which prevent system use
- Speech and conduct which suggest dismissal and disadvantageous handling for reasons of it
- harassment performed for reasons of it Etc.



For example

- He or she was told by the boss "If you take a maternity leave, I will have you resign" when saying that he or she would like to take a maternity leave.
- He or she was told by the boss "you should not demand a maternity leave", when he or she consulted the boss that he or she wanted to take a maternity leave.
- A cutting comment is made from a coworker every day during the short-time service due to care.

Power harassment Academic harassment



It is giving mental and physical pain or worsening employment environment exceeding the proper range of business, for the background of the predominancy in places of work, such as a status in the course of duties and human relations.

- Physical attack
- Mental attack
- Separation from human relations
- An excessive demand
- Too little demand
- infringement of individual Etc.

For example

- He or she was reproached in a loud voice in front of everybody.
- Even if he or she greets, he or she is ignored and a coworker does not talk with him or her.
- Excessive work is forced just before closing.
- The relations partner's existence was asked and marriage was recommended too much.

Osaka University Harassment Counseling Office

Toyonaka campus 06-6850-5029 (sexual, academic and power harassment)

06-6850-6006 (sexual, academic and power harassment)

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

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

Website http://www.osaka-u.ac.jp/ja/guide/student/prevention_sh

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