

Eliminate Harassment!!

If you think you have experienced harassment, please come forward to the on-campus anti-harassment committees of Takaoka University of Law!

What is Harassment?

Harassment is the unwanted offensive conduct or utterance that exhibits threatening, hostile, or belittling behavior towards a victim.

Kinds of Harassment

We will outline three of the most common harassment types that take place in education, study, and work environments. (Harassment is not limited to only these types.

Sometimes harassment can be aptly described by these three concepts, but in other cases they occur intricately intertwined. Oftentimes, these cases cannot be distinguished clearly.)

(a) Sexual Harassment

Sexual harassment can take place in education, research, and management. It involves one party making unwelcome sexual advances, references, or requests of another party. Often included in this is that the first party damages the other party or puts the other party at a disadvantage, thereby violating the dignity or personality of the individual.

Listed below are some examples of sexual harassment;

- Touching the body or forcing a sexual relationship without legitimate consent of the other person.
- Making an obscene remark or sexual comment about appearance and figure.
- Making disparaging remarks about the opposite gender such as: “not like a man(woman),” “although a woman(man),” “he has no guts even though he’s a man,” “women are useless.”
- Asking personal questions about sexual topics such as love experiences and sexual experiences and trying to force a person answer.
- Sending sexual emails and pestering another person or their friends on social media.
- Setting an obscene image as a screen saver, posting it to the office, or sending it to

another person.

(b) Academic Harassment

Academic harassment takes place in education and research activities. It involves unacceptable behavior or remarks on the part of a leader toward a person that receives his teaching. It also includes hindering a student's free and proactive learning activities, research activities, and a smooth job performance. Included in this are requests or actions that violate the dignity or personality of the individual.

Listed below are some examples of academic harassment;

- Requesting an individual to perform private janitorial work which is not necessary in the educational place by a seminar instructor or a person in a position of guidance or management.
- Forcing a student to take part in a personal relationship by a person in a position of guidance and management. This can include activities such as going out together or going to a meal.
- Retaliatory acts or acts of discrimination for a student's lack of response to invitations for personal relationships or for a student's low evaluation of a professor.
- Activities beyond the range of proper guidance such as a teacher reprimanding loudly, reprimanding in front of other students, or repeating criticism to other students.

(c) Power Harassment

Power harassment occurs when an office supervisor (this can be a person's immediate supervisor or an overall boss) discriminates against someone under his/her supervision.

Listed below are some examples of power harassment:

- Group bullying of one person.
- Withholding from a staff member important and crucial information relating to his/her job or the business.
- Unfair allocation of work.
- Making derogatory comments such as, "She is dumb," "He is incompetent," or "They are fired!" directly to an individual or to other staff members about an individual.

Harassment Q and A

Q: Why is there a need for a harassment countermeasure?

A: Harassment is a “human rights violation”, so neglecting harassment leads to a decline in the integrity of society.

Q: Does harassment only happen among teachers and students?

A: It is more common for teachers to harass students, but students can also harass teachers.

Q: Who decides what constitutes harassment?

A: It is up to the person who felt the act to be uncomfortable or disadvantageous.

Q: If harassment happens outside the university campus, can we ask for someone’s advice?

A: Feel free to contact us or set up a consultation if you have questions about school related situations as well as extracurricular situations such as seminar gatherings, parties or social events. We are here for you.

Harassment Prevention

Everyone has a right to a positive university learning environment.

Keep in mind:

- ① Harassment is human right infringement.
- ② Anybody can be a harasser at any time.

These are important to recognize.

Avoid being a wrongdoer

Keep the following in mind to avoid becoming a harasser:

- Don't create a questionable environment!
- Be careful in your behaviors and actions!
- If you notice that your actions are harassing others or if others point out harassment, stop the wrongdoing!

Avoid being a willing victim

If you are a victim, take appropriate action.

- Don't be vague in your attitude.
- Report potential harassment to the counselor before the damage increases.
- Keep a record of the situation(s) (date, place, conditions).

We protect the victim's privacy. Consulting with a counselor will not put you at a disadvantage in your academic life.

The university staff is bound to secrecy; therefore, they are forbidden to reveal any information divulged in confidentiality.

You can consult with a counselor at your convenience.

(Translated by 1st year students, A.Takata, S.Matsushita and T.Kitagawa in February, 2016, from the original Japanese version.)