

# STOP

## Campus Harassment 2016



Yamaguchi University's fundamental principles are to create, as per the motto "Discover it. Nourish it. Realize it: A Place of Wisdom"; to nurture a spirit of cooperation, sharing and learning together; and to respect impartiality, fraternity and fairness.

On the basis of these fundamental principles, the Yamaguchi University Harassment Prevention and Action Guidelines have been adopted in order to ensure that everyone on campus is respected as an individual and can learn, educate, research and work in a comfortable environment free from harassment. We strive to prevent harassment, and where problems do occur, we work towards the appropriate resolution.

As members of the university, let every one of us make room for each other's differences, respect each other as individuals, and work together to build a comfortable campus that's free from harassment.

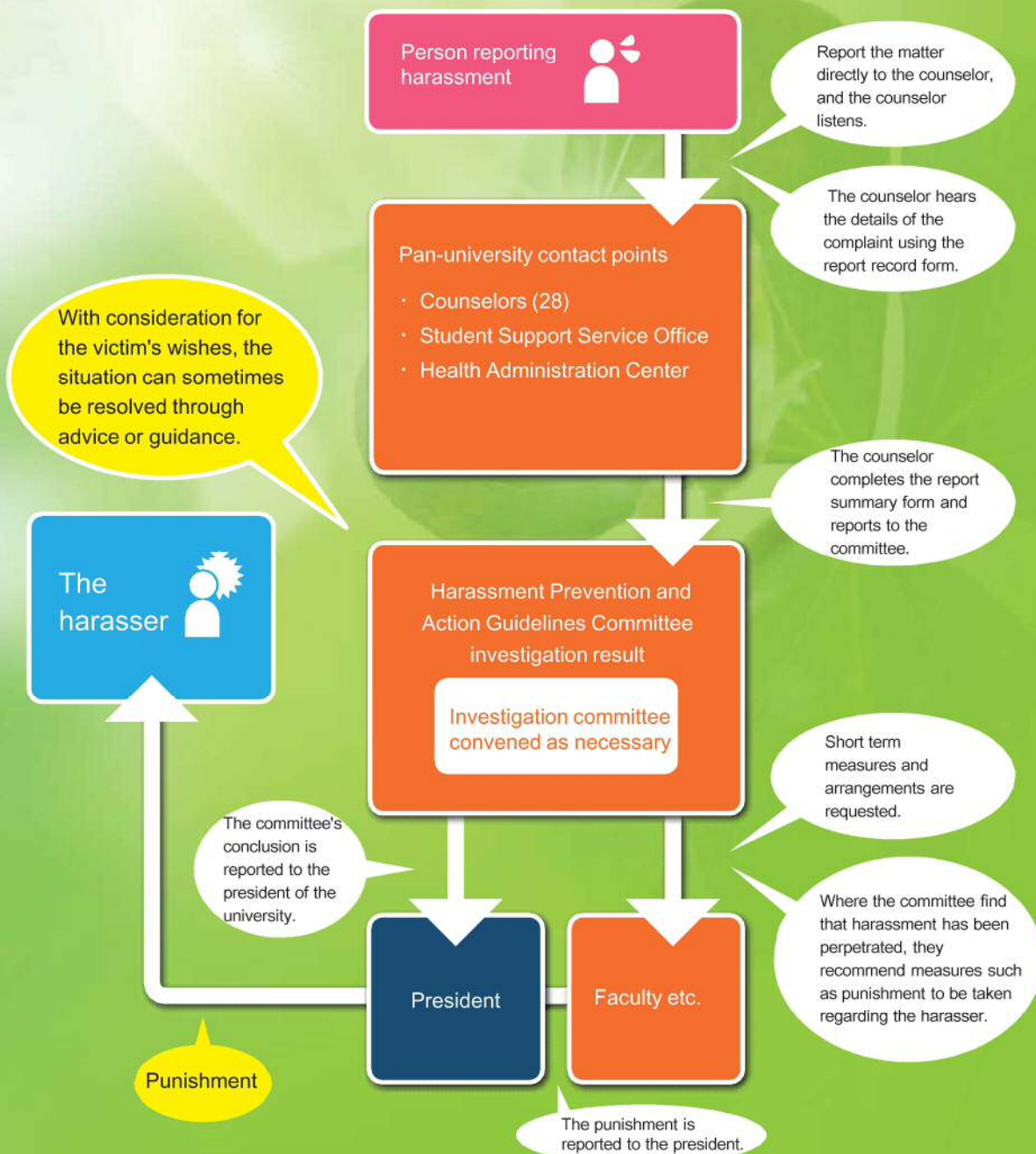


# What happens when harassment is reported

If you are the victim of harassment, don't blame yourself or try to ignore it; report it to a counselor. The support system at Yamaguchi University includes the presence of an appointed counselor at every campus.

Irrespective of the faculty to which you belong, the counselor is there to listen. It is also possible to report matters on behalf of someone else, or as a third party. Please make contact by phone or e-mail.

Of course, the privacy and confidentiality of everyone involved is respected. Nobody shall be penalized for making a report, or for assisting with the establishment of the facts.



Find the rules and guidelines here

山口大学 ハラスメント防止対策

Search



# Do you know anyone around you who has been harassed?

Harassment on campus generally occurs in power relationships like those between an academic staff member and student or a boss and employee.

However, that is not the only sort of case.

Harassment can occur between academic staff, students, colleagues or classmates, and is something that can affect any of us.

## Sexual Harassment

Sexual harassment is **offensive verbal or physical conduct of a sexual nature** by a harasser who **perceives people of either the male or female gender as objects and targets of sexual interest**. This also includes **unpleasant verbal or physical conduct arising from sexual stereotyping or conscious discrimination**.

For example...

### Sexual conduct that exploits power and authority

- Says, "I'll give you extra credits if you go out to dinner with me."
- Refuses to write a recommendation to a potential employer for a student who won't go on a date.
- Pesters to go out on a date using "research activity" as an excuse.
- Gives unnecessary individual lessons in the laboratory.
- Demands to go on a business trip or academic conference together.
- Unnecessarily calls a student to a private room claiming it's to give guidance.



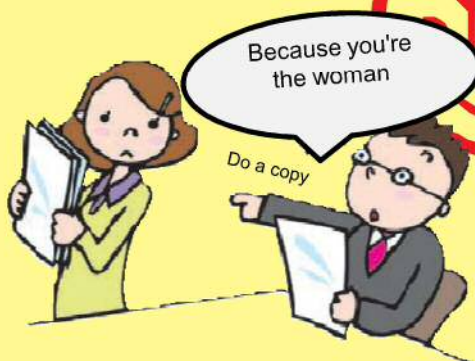
### Sexual conduct that can create a hostile environment in school / the workplace

- Intentionally touches the body (shoulders, back, hips, cheeks, hair etc.).
- Turns the conversation on to the sexual appeal of a person or his/her own sexual interests.
- Asks about vital statistics and makes bodily features the topic of conversation.
- Stares at a person's body and follows the person with their eyes.
- Pesters to go out to dinner, or on a date, or have a sexual relationship.
- Makes phone calls of a sexual nature, or sends letters or e-mails with sexual content.



### Harassment arising from sexual stereotyping and conscious discrimination gender harassment

- Orders a woman to bring tea, clean, make copies, and run various personal errands simply because they are a woman.
- Forces a person to sit beside the boss and pour the drinks at a drinking party.
- Forces a person to sing a karaoke duet.
- Says things like, "This is no job for a lady", "The ladies should just sit there and smile", and "Man up and stop being such a girl".
- Asks things like, "What is a girl like you doing in the science department?"
- Calls only girls by their nicknames.





# What is harassment?

At this university, harassment is defined as any unwanted inappropriate words and actions which disadvantage a person, and which significantly undermine their grace and dignity, in the context of education, research, studying or working, or simply related to the person as an individual.



## Academic Harassment

Academic harassment is the abuse of power and authority in research, education, or work to interfere, cause a nuisance, or place a person at a disadvantage regarding research activity, educational guidance or work duties.

For example...



### Conduct related to research activity

- Intentionally avoids giving adequate research guidance.
- Interferes in the progress of the research by not giving approval to use a device, or by not allocating the necessary research funding or travel expenses.
- Doesn't give approval to certain persons to purchase items required for the research (including students).
- Interferes in research presentations, writing papers etc.
- Other interference in legitimate research. Behaviors such as quashing someone's ideas or autonomy regarding research activity without any rational grounds.

### Conduct related to educational guidance

- Severely reprimands students in a way that exceeds the common sense scope of educational guidance.
- Doesn't give guidance, or forces a research theme on a person and denies them their independence.
- Deals with the awarding of degrees and credits in an unfair or partial manner.
- Pushes a student towards leaving the university, or suggests the idea, for no good reason.
- Forces students to undergo harsh and illogical or unscientific training.
- With regard to a student's career path, hinders or obstructs through a lack of care over the student's education.
- Applies idiosyncratic criteria and declines to award credits, despite a student's good results.



### Conduct related to work, etc.

- Tasks staff members who have small children with large volumes of work that can't be completed within normal working hours.
- Violent behavior; behavior that can harm someone psychologically; defaming, slandering, or gossiping about a person's private affairs.
- Pushes a person towards leaving their job, or suggests the idea, for no good reason.
- Loudly reprimands a staff member for trivial mistakes, or repeatedly and persistently uses rude language toward them.
- Forces a staff member to carry out meaningless work, or frequently reallocates them to work they are unaccustomed to.
- Attaches unfair conditions to the reappointment of a fixed-term member of staff.



# If you feel you are being harassed, don't suffer in silence!

It won't go away until you do something about it.



- Tell the person very clearly that their behavior is making you feel uncomfortable, and ask them to stop it.
- In the case of power harassment, try asking for help from the person's boss, or others nearby, to stop it.
- Be sure to keep as much as possible in the way of evidence such as e-mails etc. which objectively demonstrate the harassment.

① Date and time ② Place ③ The situation at the time ④ What the person said and did ⑤ How you felt ⑥ Any witnesses present etc.

## • Report it to a counselor or close colleague.

- There are many contact points where you can report to around the university. (See page ⑤ of this leaflet)
- You can make a report not only face to face, but also by post, e-mail, phone or fax.
- It is also possible to report matters on behalf of someone else, or as a third party who has witnessed harassment.
- You can make anonymous reports, or have a close friend accompany you to a face to face meeting with a counselor.
- You can make a report after you have retired, or after graduating or completing your studies.

## Make sure you don't become a harasser

Comments intended as jokes, or behavior intended merely to show friendliness can be harassment if the recipient feels uncomfortable or threatened by it.

When people are hurt in this sort of way, it can cause not only emotional suffering to the individual, but can even lead to circumstances where they feel they have to leave the university.

Harassment has a negative impact on the person concerned and those around them for a long time into the future. Make sure you don't become a harasser by considering these points.

- Don't invite misunderstandings with your words and actions, work at communication daily with those around you, and maintain relationships of mutual trust.
- Respect each other as individuals, treat others the way you would like to be treated.
- There may be some situations when people feel they can't refuse you if you have social status or power (e.g. you're a boss, supervisor, senior student etc.) Just because the person doesn't make their feelings clear, don't mistake it for agreement.

## If you witness harassment

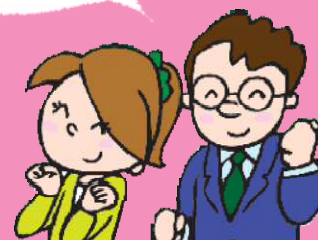
- Pretending not to see can be the same as being an accomplice to harassment. If possible, warn them when you see it happen.
- Listen to the person being harassed, and tell them that it's not their fault.
- Ask them what they want to do about it. You can be a witness, or you can encourage the person to report it to a contact point, or go with them to see a counselor.

## Observe Internet etiquette

When sharing information through social networks, because the recipient's face can't be seen, people tend to use extreme expressions and convey their feelings very casually which can make others uncomfortable. People can become harassers and victims without even realizing it.

Always keep in mind that posted information will be seen by many and unspecified people, and don't forget to think how people might feel.

Let's work together to make a comfortable learning / working environment!





# Don't keep it to yourself. Talk to us!



## List of harassment counselors

(This list may be updated, so please check the Harassment Prevention and Action Guidelines Committee website.)

<http://ds.cc.yamaguchi-u.ac.jp/~epsc/soudaninmeibo.pdf>

You can also report incidents to the Student Support Service Office or Health Administration Center.

Student Support Service Office	Yoshida area	083-933 -5042	Tokiwa area	0836-85 -9015		
Health Administration Center	Yoshida area	083-933 -5160	Tokiwa area	0836-85 -9041	Kogushi area	0836-22 -2081

### National University Corporation Yamaguchi University Harassment Prevention and Action Guidelines Committee

1677-1 Yoshida, Yamaguchi-shi, Yamaguchi 753-8511

TEL.083-933-5017 FAX.083-933-5024

✉ [sh021@yamaguchi-u.ac.jp](mailto:sh021@yamaguchi-u.ac.jp) <http://ds.cc.yamaguchi-u.ac.jp/epsc/>