

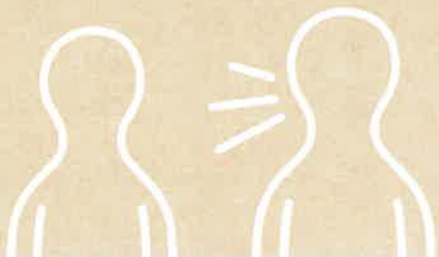
# What Is Harassment?

## [Harassment]

Harassment may involve bullying, offensive behavior, denial of a person's individuality, and an infringement of a person's rights, which takes place beyond the boundaries of job description and an appropriate level of educational and research activities. It can arise between peers or between people of different status. It can also arise between people who provide education and people who receive it.

Harassment includes so-called "sexual harassment", "power harassment"(bullying in workplace), "academic harassment", and "moral harassment".

Harassment includes: physical assault, verbal assault, scolding and abuse, threatening, ignoring and ill-treatment of certain people, groundless accusation, throwing tantrums, discriminatory practices, unwanted conduct of a sexual nature, jokes of a sexual nature, and stalking.



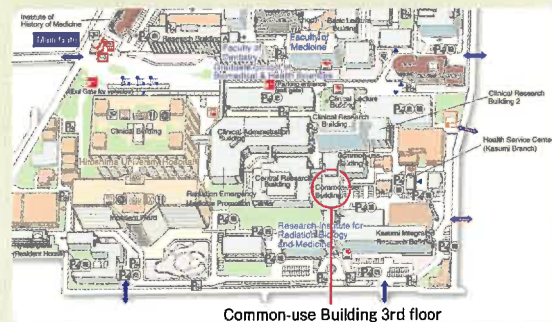
## Harassment Consultation Office [Higashi-Hiroshima]

Office Hour : Monday to Friday (excluding public holidays) 10:00-17:00  
Basement of the Central Library  
1-2-2 Kagamiyama, Higashi-Hiroshima  
Tel/Fax:082-424-5689 E-mail: harassos@hiroshima-u.ac.jp



## Kasumi Campus Consultation Office

Office Hour : Monday to Friday (excluding public holidays) 13:00-19:00  
1-2-3 Kasumi, Minami-ku, Hiroshima 3rd floor, Common-use building  
Tel/Fax:082-257-1519 (ext.)83-6563



## Higashi-Senda Campus Consultation Office

Office Hour : once a week (excluding public holidays) 13:00-17:00  
1-1-89 Higashi-Senda, Naka-ku, Hiroshima

Requests for a consultation in Kasumi and Higashi-Senda Campus arranged through the Harassment Consultation office(on Higashi-Hiroshima Campus)

\*The above is a translation of the original Japanese version.



# Building A Harassment-Free Campus



HIROSHIMA UNIVERSITY  
Harassment Consultation Office

# To Create An Environment Where People Can Study And Work Comfortably

Hiroshima University Harassment Consultation Office



## Aren't You Suffering In Silence?

Hiroshima University aims to create an environment where everyone can study, conduct research, and work comfortably and where the personality of each member is respected and the ability of each member is maximized.

Harassment is detrimental to the rights to study, conduct research, and work safely and comfortably. It can affect the victim's mind and body and can cause a major career move against the victim's will. Victims may become unable to trust people around them or begin to suffer from apathy or anorexia, which can even lead to leave of absence or withdrawal from university/work.

To prevent harassment and to take prompt and appropriate action when harassment-related problems arise, Hiroshima University has established "Rules for the Prevention of Harassment at Hiroshima University", supports victims, and organizes awareness-raising activities.

The reprimand of your boss gradually becomes stronger and s/he repeats statements which denigrate your individuality: "You are useless." "Drop dead." "Jump out the window right now." "You are worthless." Because of these words, you have become mentally and physically exhausted.

You have been forced by your professors or seniors to do small jobs for free which, in your opinion, are not tasks that students should have to do.

Someone circulates gossip about you suggesting that you sleep around or that you are going out with your boss, and you feel uncomfortable about staying at work.

Your supervisor strongly demands the results of a study from you, and if you cannot produce a good result s/he shouts at you aggressively and this drives you into a corner.

Your supervisor tells you: "Women are useless", "Such a beautiful girl cannot get such good marks", or "You must not fall in love until you get a degree".

When you disagreed with your supervisor's opinion, s/he got into a bad mood and told you that s/he won't help to find you a job.

On your way home from a seminar party, a seminar member or your supervisor offered you a ride. But s/he tried to take you to a hotel.

You are forced to describe your sexual experiences at a party.

## What Is The Harassment Consultation Office?

The Harassment Consultation Office is a facility (Joint Usage Facility on Campus) under direct supervision of the President which aims to take prompt and appropriate action when harassment problems involving university members arise.

Professional counselors will find a solution with the victims, protect them from human rights violations called "harassment", and support the recovery of rights. They will also conduct PR activities, education, and research, to deepen understanding of harassment and encourage prevention of such behavior.

- ▶ Every student, pupil, infant and kindergartner, and staff member (including part-time employees and contract workers) at Hiroshima University has the right to a consultation
- ▶ You can speak on condition of anonymity or through a third person
- ▶ Your privacy will be our first and foremost priority
- ▶ Your own will and intention will be given the top priority
- ▶ You will not be treated unfairly because you have consulted us regarding harassment.
- ▶ You can get information on how to solve the problem and what kind of procedure is needed for the settlement.
- ▶ Our staff members include two full-time counselors and outside staff members of both sexes
- ▶ Our basic policy is to respond to a request for a consultation by conducting direct interviews. You can request a consultation by calling the Harassment Consultation Office, or sending a FAX, E-mail, or letter
- ▶ If you wish to have an interview with us, it is advisable to book in advance