

# Notification

## Harassment Consultation Office

### Revision of the Harassment Guidelines

The “Hiroshima University Harassment Prevention Guidelines” were revised in April 2023. Based on “The Rules for the Prevention of Harassment at the Hiroshima University”, the guidelines declare the University's fundamental policy on harassment and explain plainly the procedures for solving individual cases.

Previously, the rules defined two types of harassment: “Sexual Harassment” and “Other Forms of Harassment”. In March 2021, the rules were revised to define four types of harassment: “Sexual Harassment”, “Bullying (“Power Harassment”)”, “Harassment Related to Pregnancy, Childbirth, Childcare Leave, Etc.” and “Other Forms of Harassment”. With this revision of the rules, the guidelines added the new types of harassment and some new examples. We would like to share some specific examples of harassment from the guideline (please refer to the guideline for the definition of each type of harassment). For details, please check our website.

We hope you will find the guidelines useful in increasing awareness of harassment and its prevention.

## 1. Sexual Harassment

### (Examples)

- You repeatedly receive sexual, creepy e-mails and social networking messages.
- When a teacher/professor is rejected after asking a student out on a date, the teacher doesn't give a grade or gives a low grade to the student.
- Habitually touching other individuals' body parts, such as shoulder, back, waist, cheek, and hair.
- Discriminative language by staff or students that imposes particular gender roles, such as, “You have no guts despite being a man,” and, “Women are not suited to research”.
- Criticizing or making fun of a person's sexual orientation or gender identity.

## 2. Bullying (“Power Harassment”)

### (Examples)

#### 【“Academic Harassment” which tends to occur in the academic field】

- Refusal by a professor to assign a credit without offering a proper reason, or arbitrary change of the judgement criteria for graduation or completion of study to force a student to be held back in school.
- Treating a student who seeks a job coldly and treating a student who wants to attend graduate school favorably.
- A faculty member badmouthing or gossiping a lot about other faculty members in their lectures.

#### 【Power harassment that can occur in anyplace including in the workplace】

- Denouncing, ridiculing, or verbally abusing a certain person in front of other students or fellow colleagues.
- Faculty members and supervisors not informing certain subordinates of important information that they need to know in the course of their duties.
- Forcing someone to attend drinking sessions or to drink alcohol.

## 3. Harassment Related to Pregnancy, Childbirth, Childcare Leave, Etc.

### (Examples)

- When a supervisor says, “Maternity/paternity leave or childcare leave is not allowed.”
- A colleague repeatedly says to a staff member who is working shorter hours for childcare, “People around you are annoyed because you go home early.”
- Supervisors and coworkers repeatedly saying, “Even though you just got this job, you’re already pregnant and going to take maternity/paternity leave? How shameless of you.”
- When a supervisor is told by a student that the student is pregnant, the supervisor pressures the student to choose between the child or the research.

## 4. Other Forms of Harassment

### (Examples)

- Students repeatedly demanding responses from academic supervisors or staff members, persistently accusing them, or repeatedly using intimidating language or behavior.
- Facility users make unreasonable demands on staff members and stay for hours at a time.

### Harassment Consultation Office

Reservations are accepted by phone or e-mail.

- ※Requests for a consultation at all campuses are accepted at the Harassment Consultation Office on the Higashi-Hiroshima Campus.
- ※The office is closed during the summer vacation period, the year-end and New Year holidays, and national holidays.
- ※Counselors will protect your privacy.
- ※English consultation is available.

#### ●Higashi-Hiroshima Campus

Monday to Friday 10:00 - 17:00

TEL/FAX : 082-424-5689

Email : harassos@hiroshima-u.ac.jp

#### ●Kasumi Campus

Monday to Friday 13:00 – 19:00

TEL/FAX : 082-257-1519

#### ●Higashi-Senda Campus

Open as needed (reservation required).