

○ Hiroshima University Guidelines on Prevention of Harassment

(President's Decision of April 1, 2004)

**Amended on:** Partially amended on February 1, 2005      Partially amended on March 15, 2016  
Partially amended on March 27, 2019

Hiroshima University Guidelines on Prevention of Harassment

These Guidelines provide explanations of the Articles in the separately stipulated Hiroshima University Regulations Regarding Harassment Prevention as a reference for facilitating the operation of said Regulations.

Article 1-related

Hiroshima University (hereafter, This University) stipulated the Hiroshima University Regulations Regarding Harassment Prevention (Regulations No. 111 of April 1, 2004; hereafter, these Regulations) under the basic spirit of respecting as an individual all employees, university students, pupils, children, nursery school children, and other relevant persons (hereafter, “Individuals”), of ensuring equality under the law, in particular by endeavoring to eliminate gender discrimination, and of maintaining environments that are appropriate for school attendance, employment, education, or research (hereafter, School Attendance/Employment).

Article 2-related

- 1 Examples of a situation in which “an Individual at This University who possesses a certain relationship of School Attendance/Employment carries out inappropriate, non-consensual behavior of a sexual nature, causing another person to suffer a given disadvantage/loss related to schoolwork and performance of duties, including psychological aspects,” include the following:
  - (1) An Individual reflects another person's submission to or refusal of his/her personal sexual desire in educational or research guidance and evaluation or in academic performance;
  - (2) An Individual reflects another person's submission to or refusal of his/her personal sexual desire in decisions of personnel affairs or working conditions or in direction of work;
  - (3) An Individual makes a sexual approach to another person on condition of instruction and evaluation in an educational or research activity or on condition of provision or deprivation of advantages or disadvantages;
  - (4) An Individual makes a sexual approach to another person on condition of exercise of power over personnel management or direction of work or on condition of provision or deprivation of advantages or disadvantages;
  - (5) An Individual intermingles expressions of his/her sexual interest in another person with performance of duties;
  - (6) An Individual solicits another person for a sexual act or asks for association insistently or forcibly.
  - (7) An Individual makes an aggressive contact with another person or forces a sexual act against another person; and
  - (8) An Individual demands another person to wear sexually appealing garments or engage in sexually appealing behaviors.
- 2 Examples of an act, etc. that “generates a given impediment related to schoolwork and performance of duties” in Article 2, paragraph 2 include the following:
  - (1) An Individual obstructs another person in the normal course of schoolwork or performance of duties by means of sexual topics, behaviors, etc., such as by bringing

- up during schoolwork or performance of duties a topic related to such person's sexual attractiveness or his/her own sexual interest;
- (2) An Individual one-sidedly approaches or comes into contact with another person's body with a sexual intention. For example, the following acts fall into this category:
    - a Staring at another person's body from head to toe or following another person's movement attentively, for a long time; and
    - b Deliberately touching a part of another person's body (such as shoulder, back, hip, cheek or hair).
  - (3) An Individual brings up a topic, engages in a behavior or creates a situation that is likely to cause another person to have a sexually unpleasant feeling. For example, the following acts fall into this category:
    - a Telling a sexual or dirty joke that makes another person stuck for an answer;
    - b Creating a lascivious atmosphere in the laboratory or workplace, such as by posting a pornographic photograph or obscene printed material;
    - c. Forcibly showing another person an obscene painting, video, text, etc.;
    - d Engaging in indecent behaviors during a get-together, association after school or working hours, or on other similar occasions;
    - e Telling malicious jokes or making jeering remarks about sex;
    - f Obstructing another person from leaving a place even though such person is expressing discomfort;
    - g Deliberately starting a sexual rumor; and
    - h Asking another person about personal sexual experiences, etc. or telling or inquiring of stories of experiences.
  - (4) An Individual makes a statement or brings up a topic that is derogatory toward the opposite sex in general. For example, the following acts fall into this category:
    - a Judging another person to be inferior or undesirable in personality, ability, behavior, disposition, etc. solely for the reason of being a person of the opposite sex; and
    - b Connecting an assertion or opinion of another person of the opposite sex with attractiveness of the opposite sex.
- 3 Examples of a behavior, etc. that constitutes “harassment other than sexual harassment” that causes a situation in which “when an Individual at This University who possesses a certain relationship of School Attendance/Employment carries out inappropriate, non-consensual behavior, causing another person to suffer a given disadvantage/loss related to schoolwork and performance of duties, including psychological aspects, or generating a given impediment related to schoolwork and performance of duties, or the possibility of such” include the following:
- (1) An Individual discriminates against another person with respect to schoolwork or employment opportunities, conditions, evaluation, etc. or gets rid of another person for reasons of personal attributes, such as gender, age, place of origin, mental disorder, physical disability, appearance, or personality;
  - (2) An Individual reflects another person's submission to or refusal of his/her personal or one-sided demand in educational or research guidance and evaluation or in academic performance;
  - (3) An Individual reflects another person's submission to or refusal of his/her personal or one-sided demand in decisions of personnel affairs or working conditions or in direction of work;
  - (4) An Individual makes a personal or one-sided approach to another person on condition of educational or research guidance and evaluation or on condition of provision or deprivation of advantages or disadvantages;
  - (5) An Individual makes a personal or one-sided approach to another person on condition

of exercise of power over personnel management or direction of work or on condition of provision or deprivation of advantages or disadvantages;

- (6) An Individual intermingles a personal feeling of liking or disliking another person with education of another person or performance of duties;
  - (7) An Individual engages in an act of harming another person's dignity or body, such as verbally abusing, deliberately ignoring or resorting to a violent act, when another person refuses to follow his/her guidance.
  - (8) An Individual persistently invites another person to engage in a non-consensual act or repeatedly forces another person to carry out a certain act;
  - (9) An Individual obstructs another person from leaving a place even though such person is expressing discomfort; and
  - (10) An Individual deliberately starts a groundless rumor to make trouble for another person.
- 4 The concrete examples of harassment described above must be added or used for modification through the future activities of the Harassment Consultation Office (hereafter, the Consultation Office) and the Harassment Investigation Committee (hereafter, the Investigation Committee).

#### Article 3-related

- 1 In order to prevent harassment from occurring, it is important that all Individuals of This University recognize properly what acts and behaviors constitute harassment.
- 2 The Consultation Office shall, in cooperation with relevant departments, etc., take every opportunity to help employees, students and other Individuals raise their awareness of harassment.

#### Article 5-related

The President and the Investigation Committee shall investigate the facts related to harassment, in principle, as described below, in accordance with Article 5 of these Regulations and the Hiroshima University Harassment Investigation Committee Guidelines (President's Decision of April 1, 2004):

- 1 When receiving a request from a counselor, the President may establish an Investigation Committee for the case in question.
- 2 The Investigation Committee shall conduct in a prompt and fair manner an investigation for the facts related to harassment through an inquiry involving the person who alleges to have suffered the harassment (hereafter, the Alleged Victim), the person who is alleged to be the doer of the harassment (hereafter, the Alleged Doer) and other relevant individuals.
- 3 The Investigation Committee shall immediately report in writing findings to the President.

#### Article 6-related

An appeal to the President may be filed via the counselor.

#### Article 7-related

- 1 Upon receiving a report from the Investigation Committee, the President, if further deliberation is deemed to be necessary, shall refer the matter to the Education and Research Council (hereafter, the Council) or, in the case where the Alleged Victim or the Alleged Doer is a pupil or child of an Attached School, to the Attached Schools' Principals Board (hereafter, the Principals Board).
- 2 If the President judges that the disciplinary action, etc. against the Alleged Doer is reasonable, he/she shall treat the Alleged Doer as follows:
  - (1) In the case where the Alleged Doer is a teacher (limited to a university teacher; the same applies hereafter), the Alleged Doer shall be subject to a review by the Council in accordance with the Hiroshima University Regulations for Disciplinary Punishment of Employees (Regulations No. 97 of April 1, 2004; hereafter, the Disciplinary Regulations).
  - (2) In the case where the Alleged Doer is an employee who is not a teacher, the Alleged

Doer shall be subject to a review by the Disciplinary Review Committee in accordance with the Disciplinary Regulations.

- (3) In the case where the Alleged Doer is a student, the Alleged Doer shall be subject to a review by the Council in accordance with the Hiroshima University Students Disciplinary Regulations (Regulations No. 20 of March 7, 2016).
- (4) In the case where the Alleged Doer is a pupil or child of an Attached School, the treatment of the Alleged Doer shall be entrusted to the Principals Board in accordance with the school regulations.

#### Article 9-related

In addition to the matters prescribed in the Regulations, the President shall set forth guidelines, etc. to be followed by the Investigation Committee in efforts to prevent harassment and ensure proper response after the fact.

#### Supplementary Provisions

These Guidelines shall come into effect as of April 1, 2004.

#### Supplementary Provisions (partial amendment on February 1, 2005)

These Guidelines shall come into effect as of February 1, 2005.

#### Supplementary Provisions (partial amendment on March 15, 2016)

These Guidelines shall come into effect as of April 1, 2016.

#### Supplementary Provisions (partial amendment on March 27, 2019)

These Guidelines shall come into effect as of April 1, 2019.