

Preventing Sexual Harassment of Job Seekers and Similar Persons

September 2026
Harassment Consultation Office

In accordance with the amendment to the Act on Equal Opportunity and Treatment between Men and Women in Employment effective October 1, 2026, employers will be required to implement measures to prevent sexual harassment of job seekers and similar persons.

Accordingly, based on the guidelines issued by the Ministry of Health, Labour and Welfare, we have compiled a list of points to keep in mind during recruitment-related interviews, selection processes, and other related activities.

Please review this information to ensure appropriate treatment of job seekers and similar individuals and to prevent harassment.

1. Definition of Sexual Harassment of Job Seekers and Similar Persons

Sexual remarks or actions made against the will of individuals who have applied for a job or come to hear a recruitment explanation

※This includes inappropriate remarks or behavior directed at people of the same sex, as well as those related to sexual orientation or gender identity, including remarks or behavior on social media and online.

Examples of “Job Seekers and Similar Persons”

- Individuals who have applied for job openings or recruitment processes at our university or its laboratories, and those who have participated in job interviews
- Participants in our university’s career fairs, internships, and other events (※Includes participants online and on social media.)
- Students participating in teaching practicums, nursing practicums, and other practicums conducted at our university
- Individuals visiting the university’s faculty and staff for the purpose of job hunting or recruitment (※Individual visits to specific faculty and staff members)

2. Important Notes

- Faculty and staff members involved in recruitment-related activities—such as interviews, selection processes, information sessions, hosting internships, and laboratory visits—should be fully aware that job applicants and similar persons are in a vulnerable position regarding hiring and admission decisions as well as evaluations, and that their own position and authority have a significant impact on those they interact with.
- Remarks based on stereotypical gender roles can also contribute to sexual harassment of job seekers and similar persons.
- It is not permitted to treat anyone unfavorably in matters such as hiring, acceptance into internships, or evaluations on the grounds that they have rejected

personal invitations or contact, or have expressed discomfort.

- Suggesting benefits such as “hiring,” “giving a favorable evaluation,” or “acceptance into the lab,” and in return demanding private relationships—such as meals or social outings—may constitute a serious harassment that takes advantage of the vulnerable position of job seekers and similar persons.

Please review the following comparison of examples of inappropriate behavior and appropriate responses.

Examples of Inappropriate Behavior	Examples of Appropriate Responses
【Inappropriate Contact in Private Rooms, at Drinking Parties, and at Night】 • The act of calling job seekers or similar persons to private rooms (such as hotels, private residences, or restaurants with high levels of privacy) or to drinking parties • Conducting interviews or similar activities at night despite there being no business necessity to do so	【Conducting Meetings at Official Locations and During Official Hours】 • Selection processes, interviews, briefings, and other related activities will be conducted at on-campus facilities, in open spaces, or using online tools designated by the university (such as Teams or Zoom), and will generally take place during working hours.
【Exchanging Personal Contact Information and Social Media Accounts】 • Exchanging personal social media accounts (LINE, Instagram, etc.) • Contacting someone on a personal phone, inviting them to a personal meal unrelated to work, or asking them out	【Use of Official Communication Tools】 • Communication with job applicants and similar persons shall be conducted via the university’s official email address, the recruitment office, or an official system established by the university, and shall be carried out in a way that allows for objective verification of the progress of communications with job applicants and similar individuals.
【Inappropriate Questions or Remarks Regarding Personal Life, etc.】 • Asking about private matters such as whether the person has a romantic partner, their appearance, clothing, physical characteristics, or plans to marry or have children • Repeatedly making sexual remarks or jokes • During an online interview, making excessive references to private spaces such as the background or living environment, or conducting one-on-one sessions for extended periods in a closed-off setting	【Limiting Questions to Those Related to Aptitude and Ability】 • Questions and comments should be limited to matters necessary for the selection process or admission, such as work performance, expertise, research content, and motivation. • Conduct interviews and briefings with multiple people whenever possible.

3. Consultation Office

If you receive a report of harassment from a job seeker or similar individual, or if you become aware of inappropriate conduct by a faculty or staff member of this university, please do not attempt to handle or resolve the matter on your own; instead, please consult with or contact the Harassment Consultation Office. Based on the details of your inquiry and the information you provide, we will guide you through the necessary steps and procedures.

If a faculty member or staff member receives a consultation from a student at this university who is currently seeking employment at another company or organization regarding sexual harassment during the job search process, please advise the student to contact the consultation office established by the prospective employer or other relevant entity. However, there may be situations where employers or other relevant parties are unwilling to address the issue, or where it is difficult to consult with them. In such cases, please direct students to consult with the Prefectural Labour Bureau or the Hello Work for New Graduates as off-campus resources, or with the Harassment Consultation Office or the Global Career Design Center as on-campus resources. The Harassment Consultation Office and the Global Career Design Center will respond appropriately in coordination with the relevant organizations, considering the wishes of the student who has been victimized.

The Harassment Consultation Office accepts consultations regarding various types of harassment and strictly maintains the confidentiality of consultation details and personal information. Please be assured that you will not be subject to any adverse treatment for having consulted or cooperated with an investigation.

(*Our office is closed on public holidays, during summer vacation, and over the New Year's holiday period.)

Higashi-Hiroshima Campus (Main Reception)	Kasumi Campus	Higashi-Senda Campus
Monday to Friday 10:00~17:00 TEL/FAX : 082-424-5689 E-mail : harassos@hiroshima-u.ac.jp Basement of the Central Library	Monday to Friday 13:00~19:00 TEL/FAX : 082-257-1519 3rd floor, Common-use Building 1	Open as needed (reservation required) School Building B-107