

## Maternity Harassment is illegal!

Based on the revisions of the Child Care and Family Care Leave Act and the Equal Employment Opportunity Law, implementing measures to prevent discrimination and adverse treatments due to pregnancy, childbirth or child care, so-called “maternity harassment” in workplaces, became mandatory for employers as of January 1, 2017.

Physical / psychological bullying, discharge, preventing contract renewal, and forcing resignation due to pregnancy, childbirth or child care are considered as “maternity harassment” under the laws.

### Examples:

Your boss said, “We will not permit you to take maternity leave/ childcare leave.”

When you asked to leave for a maternity checkup, your boss said, “You should go to the hospital on holiday.”

When you told your boss about your pregnancy, your boss said, “We’re not going to renew the contract” or “You have to quit earlier because we will employ someone else.”

As you work according to a reduced schedule for childcare, your colleague repeatedly tells you, “Because of you, we have to take extra workloads.” Then you suffer emotional distress.

When you were hospitalized for a threatened miscarriage, your boss told you to submit a resignation notice.

When you told your professor about your pregnancy, he/she said, “You must make a choice between having a child or a research career.”

You are repeatedly told by your senior, “It is impudent of you to become pregnant and take a leave for pregnancy and childcare soon after being employed.”

When you were absent from a seminar with bad morning sickness, your supervisor told you, “If you don’t devote yourself completely to your research, quit right now.”

When you asked for parental leave as a father, your boss said, “It is unbelievable that a man take parental leave!”



In case you have a problem, please do not hesitate to call or e-mail the Consultation Office. Hiroshima University Harassment Consultation Office  
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