

Power Harassment

[Definition]

Power harassment refers to speech or conduct occurring in the workplace in the context of a superior-subordinate relationship that exceeds the bounds of what is appropriate and necessary for work purposes and thereby negatively affects the work environment. In determining whether certain speech or conduct qualifies as power harassment, the emphasis will be on an objective assessment of the situation regardless of the subjective intent of the person engaging in such speech or conduct.

- Examples of unacceptable behavior :**
- Reprimanding someone unnecessarily in front of a large number of other people.
 - Colleagues collectively ignoring and isolating a certain staff member as a group.
 - Setting a clearly unobtainable quota and demanding that it be achieved.

Harassment pertaining to pregnancy, childbirth, childcare leave, family care leave, etc.

[Definition]

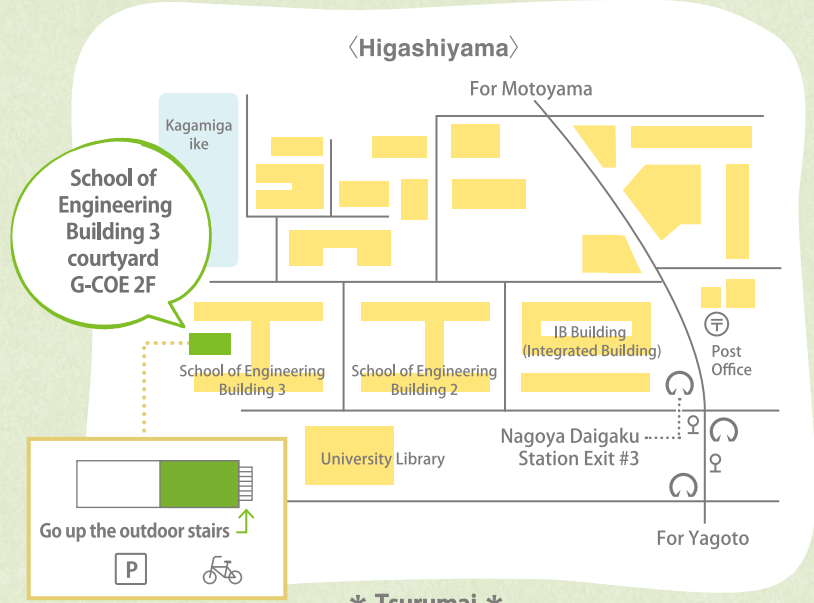
This harassment refers to speech or conduct related to pregnancy, childbirth, or the use of systems or measures related to childcare or family care that causes distress or disadvantage to the target person. In determining whether certain speech or conduct qualifies as harassment pertaining to pregnancy, childbirth, childcare leave, or family care leave, etc., the emphasis will be on an objective assessment of the situation regardless of the subjective intent of the person engaging in such speech or conduct.

- Examples of unacceptable behavior :**
- An employee does not have her employment contract renewed because she is pregnant, or a student is pressured to drop out of school because she is pregnant.
 - Making employees who work shorter hours because of childcare or family care do only trivial work.
 - Telling an employee that "If that's how it is, there's no work I can trust you with" or "If I were you, I wouldn't take time off work for that" when they apply for leave to care for a family member.

[Nagoya University Harassment Consultation Center]

Office hours are from 9:00 to 17:00 , Monday to Friday (except for holidays).
 *Please make a prior appointment, if you would like to come for consultation.
 You can make an appointment by telephone, fax, and E-mail.

School of Engineering Building 3 courtyard G-COE 2F, Furo-cho, Chikusa-ku, Nagoya
 tel 052-789-5806 fax 052-789-5968



*** Tsurumai ***
 Basic Medical Research Building Annex, 1F #101 tel 052-744-2827

*** Daiko ***
 School of Health Sciences (South Building), 1F #153 tel 052-719-1529

Information about consultation center can be found through our website and news letter.

E-mail: h-help@t.mail.nagoya-u.ac.jp
 (for Tsurumai, Daiko, Higashiyama)
<http://www.sh-help.provost.nagoya-u.ac.jp/>



For Making a Harassment Free Campus

~ Some important things that you should be aware of ~



Open up to us.

In most cases, "Harassment" occurs in situations where you can't say "No".
 Don't blame yourself just because you are having a bitter experience.
 Please don't go through the suffering alone, discuss your problems with us. Our professional counselors will work with you and guide you about future actions.
 However, if you are not facing this problem at present, still it is very important for you to know what "Harassment" means. This will help you have a good and prosperous university life.



Nagoya University
 Harassment Consultation Center

Sexual Harassment

[Definition]
 This refers to speech or conduct that is sexual in nature (or suggestive of it), including gender identity and sexual orientation, that is hurtful and detrimental to the target person. In determining whether certain speech or conduct qualifies as sexual harassment, the emphasis will be on determining whether the target person feels uncomfortable as a result regardless of the subjective intent of the person engaging in such speech or conduct.

- Examples of unacceptable behavior :**
- A group of students always gathers at a research room for loud, indecent talk. Other students feel upset when using the room since they dislike hearing such talk.
 - After refusing to date a senior, a student is troubled due to persistent emails or phone calls from that senior.
 - A person is invited to go out for a drink alone with their superior and, after they refuse, the superior starts to act differently the next day.

Academic Harassment

[Definition]
 This refers to inappropriate speech or conduct that leverages one's superior position in terms of education or research, and is hurtful and detrimental to the target person. In determining whether certain speech or conduct qualifies as academic harassment, the emphasis will be on an objective assessment of the situation regardless of the subjective intent of the person engaging in such speech or conduct.

- Examples of unacceptable behavior :**
- An instructor makes repeated disparaging remarks about a student's ability or character, or browbeats or highhandedly reprimands the student for long periods of time during instruction.
 - Students are forced to stay in a lab from early morning to late at night or forced to conduct experiments overnight with no days off.
 - An instructor regularly makes statements like "your thesis will not pass" or "you will fail and not be able to graduate", causing a student to become ill from stress.

For Eradicating Harassment

○ If you come across Harassment

- Express your discomfort.
- Move away from that place.
- In case you are unable to do the above, give importance to your values and feelings of discomfort. And then without holding your emotions write them down on paper, as this will help you to find a solution.
- Try to talk to someone you can trust. (friend, supervisor, etc.)
- Consult our Harassment Consultation Center.

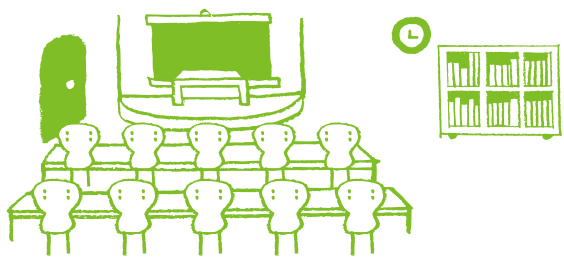
○ If you are consulted by a person already going through Harassment

- Don't express your views but listen to what other person has to say.
- Recommend him/her to consult with Harassment Consultation Center.
- Please come to our center, we also give consultation to the third person.

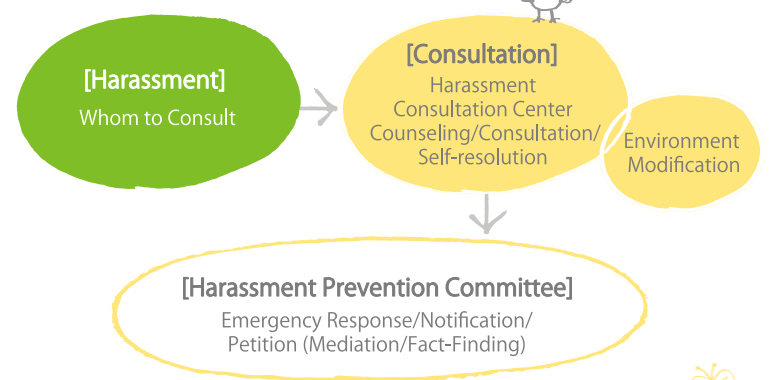
○ For not becoming a Perpetrator

- Let us try to respect other's opinion and don't repeat actions, which make others uncomfortable.
- Every one has a different prospective, therefore what is acceptable to you, may not be to others. Let us be reminded of our status and powers as well.
- Let us try to work towards developing good relationships and making the environment healthy, in which opinions and the feelings can be conveyed frankly.
- Imagine how you will behave if your family experiences the same thing? Will you be comfortable with it? Or imagine if your family members were around, would you behave in the same manner?

Anything like this, in which motivation of the other person is weakened by the inadequate action of the superior, by his power manipulation, is considered as harassment.



Consultation Flow Chart



○ Consultation

- At the Consultation Center, the counselors with professional knowledge will think of the solution together with you.
- Counselors have the confidentiality obligation and none of the matters discussed will be talked about.

○ Environment Modification

- The Center, with permission from the client, requests cooperation from the people involved to improve the client's Education/Research environment. It is done under the assessment of the Center's Director.

○ Emergency Response

- The Committee and Center, with permission from the client, request cooperation of the Director of related department, when immediate response measures are necessary to protection of the client. It is done under the assessment of the Harassment Prevention Committee Director.

○ Notification

- The Committee and Center may notify a particular University's member that Harassment Complaints have been filed against him/her. It is done under the assessment of the Harassment Prevention Committee Director.

○ Petition (Mediation/Fact-Finding)

- Petition includes Mediation and Fact-Finding. The Center assists the client in requesting the petition to the Harassment Prevention Committee.

