



Have you all ever heard of the term "LGBTQ+" before? "LGBTQ+" is an expression used to refer to sexual minorities, consisting of an acronym made up of the first letter of the sexual orientations and gender identities listed below and a "+" indicating that there are more sexual orientations and gender identities aside from those included in the acronym. In recent years, the expression "SOGI" — an acronym made by combining the first letters of "Sexual Orientation Gender Identity" — has also been used to place emphasis on the fact that each and every person, whether inside or outside of the LGBTQ+ community, has their own sexual orientation and gender identity. Moreover, any harassment towards LGBTQ+ persons is sometimes referred to as "SOGI harassment". (In the "Nagoya University Missions and Guidelines for LGBTQ+-inclusive Practices" used at Nagoya University, the term "LGBT+" is used)

[https://www.nagoya-u.ac.jp/about-nu/upload\\_images/guideline03162021\\_en.pdf](https://www.nagoya-u.ac.jp/about-nu/upload_images/guideline03162021_en.pdf)

## Sexual Orientation

"Sexual orientation" is a term used to refer to what gender(s) a person is attracted to.  
For example :

**L** **Lesbian**  
Female homosexuality  
(An individual who identifies themselves as female and is sexually and/or romantically attracted to females)



**G** **Gay**  
Male homosexuality  
(An individual who identifies themselves as male and is sexually and/or romantically attracted to males)



**B** **Bisexual**  
Sexual attraction to more than one gender  
(An individual who is sexually and/or romantically attracted to both males and females)

**Heterosexual**  
Sexual attraction to the opposite gender  
(An individual who is sexually and/or romantically attracted to the opposite gender)



## Gender Identity

Gender identity refers to an individual's understanding of their own gender. Many people have a gender identity that matches their "biological sex" but there are others who feel uncomfortable with their body because their "biological sex" and "gender identity" do not align.

For example :

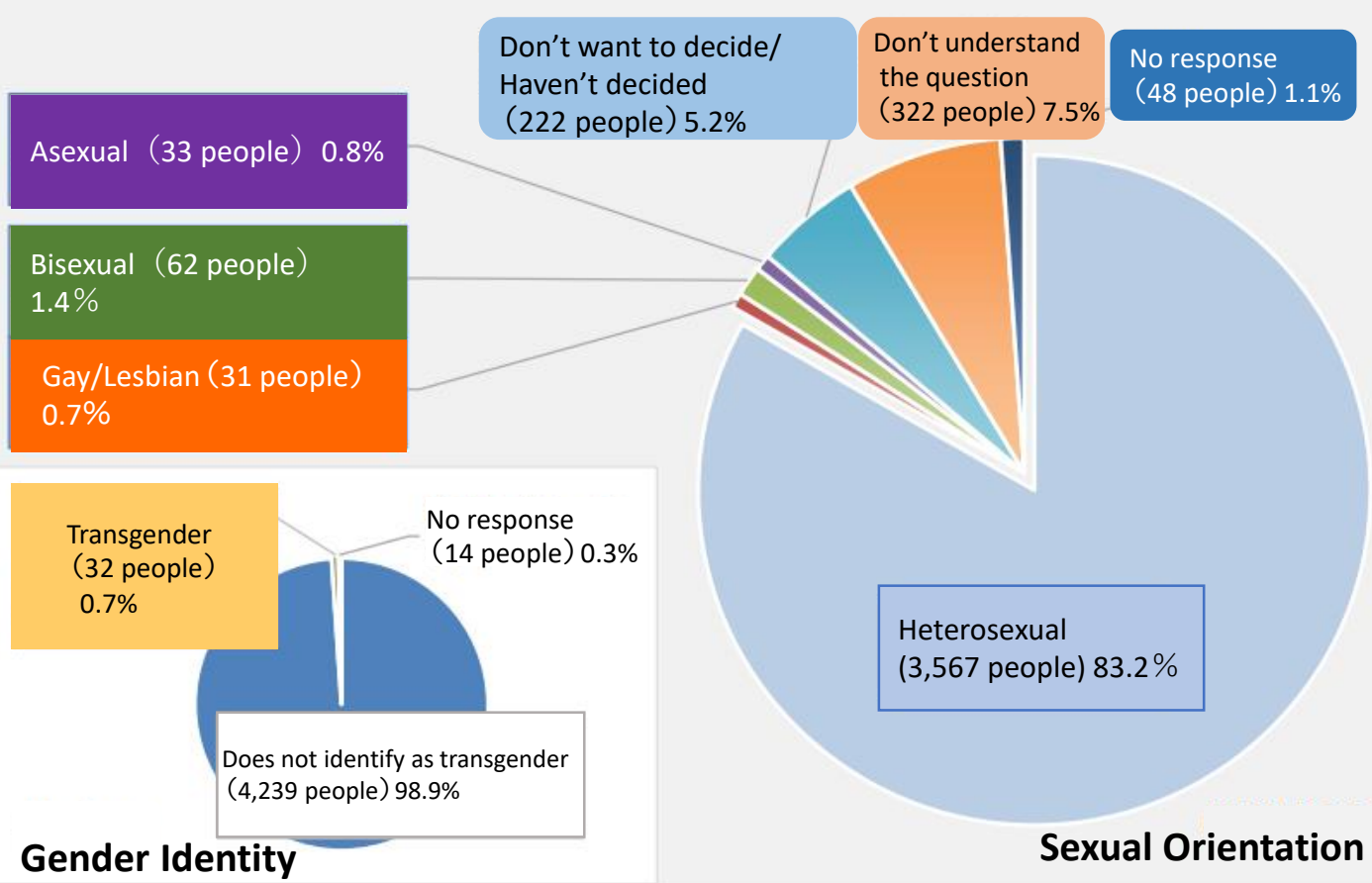
**T** **Transgender**  
An individual who feels uncomfortable with their "biological sex" because their "biological sex" and "gender identity" do not align. For example, an individual whose "biological sex" is male but whose "gender identity" is female.



**Cisgender**  
An individual whose gender identity matches their biological sex.

**Q** **Questioning**  
There are some sexual minorities, even those other than LGBT, who do not belong to any specific categories, such as individuals who are not sexually or romantically attracted to any gender, or are not able to choose, do not wish to decide on, or simply do not know their gender.





Graph: The percentages of respondents' sexual orientation (right) and gender identity (lower left) (N=4285)  
 Sexuality Osaka Residents Questionnaire

## "Coming out": Admitting to being LGBTQ+

Sometimes an individual has no choice but to hide their private or personal business, such as their sexuality, due to discrimination/prejudice by society and a lack of understanding from those around them. Such a situation is commonly likened to "being forced into a closet". "Coming out" refers to openly declaring their sexual orientation and/or gender identity that they have never previously made public. When somebody "comes out," it is often associated with the worry that this action can damage their relationships with others.

Whether or not an individual comes out, as well as when, to whom, and how they come out, should all be decided by the individual concerned, and is not something that should be forced by others around them.

## Prejudice and discrimination towards LGBTQ+ are sexual/SOGI harassment.

If discriminatory words such as "homo", "fag" and "lesbo" etc. are used at schools or workplaces, it creates an atmosphere that makes it difficult for individuals to come out, even if they want to.

There is a deep-rooted belief in society that "gender" is either "male or female" and that having a "romantic/sexual interest" in the "opposite gender" is "normal". Hence, there can be a tendency to consider "not being normal" as "wrong" or "bad". This may lead to being bullied or taunted by others, which can then lead victims to self-harm, depression, and even suicide. In addition, due to the lack of understanding around LGBTQ+, they can be on the receiving end of unfair and detrimental treatment, such as sexual/SOGI harassment at school or the workplace or facing difficulties when moving on to higher education or during the job-hunting process.

## Understand LGBTQ+ and become an ally!!



Do you know the term "ally"? "Ally" is a word that means to "take a person's side", and by further extension refers to people who understand and support LGBTQ+. Being an ally does not mean you have to participate in a particular activity. If somebody close to you is questioning their sexuality or confides in you about it, just accepting them for who they are and listening to them is considered taking action as an ally.

Genders are diverse. It is an important issue related to the dignity of every individual. Let's create a society where every person is able to have their sexual orientation and gender identity respected and live out their lives while being true to themselves.

Every person has their own gender(s), not just limited to those who are LGBTQ+. Thus, we should reconsider the diverse sexualities as something that involves everyone.



We are currently soliciting names for the official Harassment Consultation Center characters!



Please visit the Harassment Consultation Center's Facebook for details!

Alpaca



A leader who always looks out for everybody around it, and also affectionately stands close to them at all times. It takes part in consultations and training activities with counselors and is a reliable colleague who affectionately stands by people suffering from harassment.

Tibetan Fox



It was impudent and cunning and used to steal animal prey from others, so it was called a "harasser" by those around it. However, it reflected on its own actions after taking harassment training and consequently became a peer supporter to help others who are facing the same difficulties it once had.

Shoebill



Even if harassment was taking place around it, it used to choose to turn a blind eye because it did not want to become a victim itself. Upon reflecting on its own role as a bystander, it became a peer supporter after some advice from Alpaca.