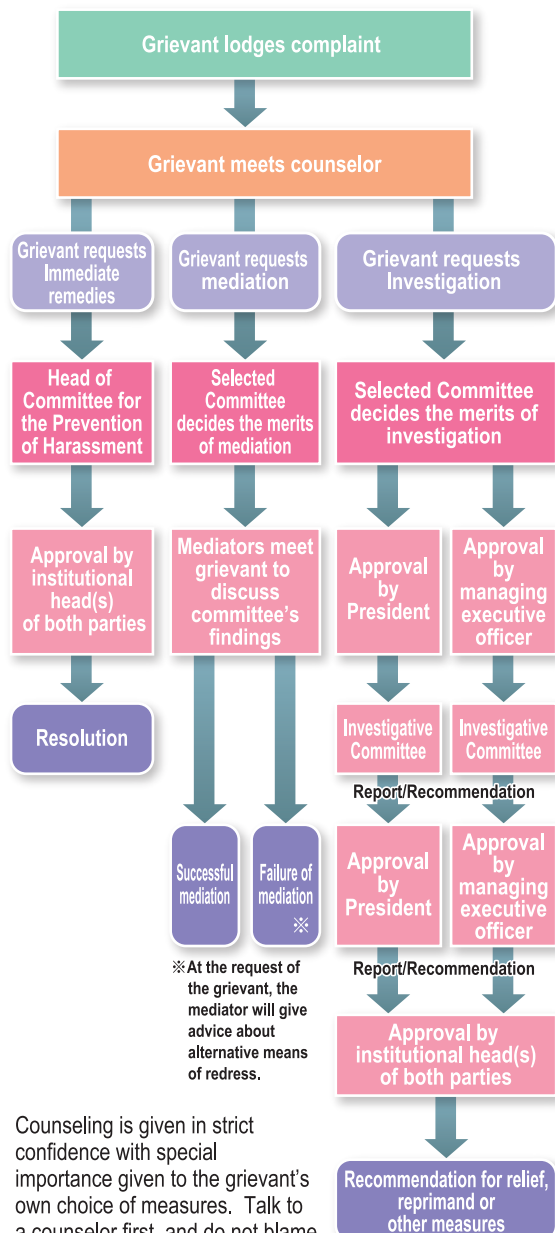


Counseling procedures (outline)



Counseling is given in strict confidence with special importance given to the grievant's own choice of measures. Talk to a counselor first, and do not blame yourself or suffer in silence.

Enquiries

Senriyama Campus

Harassment Prevention Section (Legal Affairs Division)
3-3-35 Yamate-cho, Suita-shi, 564-8680
TEL: 06-6368-6072

Takatsuki Campus

Takatsuki Office
2-1-1 Ryozenji-cho, Takatsuki-shi, 569-1095
TEL: 072-690-2151

Takatsuki Muse Campus

Muse Office
7-1 Hakubai-cho, Takatsuki-shi, 569-1098
TEL: 072-684-4000

Sakai Campus

Sakai Campus Office
1-11-1 Kaorigaoka-cho, Sakai-ku, Sakai-shi, 590-8515
TEL: 072-229-5022

Suita Mirai Campus

Suita Mirai Campus Office
50-2 Yamada-minami, Suita-shi, 565-8585
TEL: 06-6155-9957

Website for help with harassment

Each campus has a harassment counselor.
Check the contact information on the website below to obtain help.
<https://www.kansai-u.ac.jp/legal/index.html>



KANSAI UNIVERSITY

Kansai University
has zero tolerance
for harassment !



Kansai University will protect you from harassment.

We will protect individual rights, take various measures to re-establish trust and offer whatever help we can.

Committee for the Prevention of Harassment, Kansai University

What is harassment?

It refers to inappropriate language and behavior that undermine an educational and research environment or workplace by causing another person emotional distress.

Sexual and gender-based harassment

Language and behavior perceived as sexual and unwelcome in an educational and research environment, workplace, or student environment, which place a person at a disadvantage, make him or her feel uncomfortable, threatened, or humiliated, and undermine the educational research environment or workplace.

Academic harassment

Egregious or unreasonable language and behavior from a position of power in an educational research environment ; or failure to maintain reasonable language and behavior such as to diminish a person's motivation to study, and undermine learning and educational research environments.

Power harassment

Egregious or unreasonable language, behavior, and treatment from a position of power in an educational research, workplace, or student environment, which diminish a person's will to work and undermine the work environment.

Pregnancy and childbirth-related harassment

Inappropriate language and behavior towards females in violation of the University's maternity benefits in an educational research environment, workplace, or student environment, which place a person at a disadvantage, make her feel uncomfortable, threatened, or humiliated, and undermine educational research and workplace environments.

Childcare and nursing care leave-related harassments

Inappropriate language and behavior contrary to the University's childcare and nursing care leave systems in the workplace, which place a person at a disadvantage, make him or her feel uncomfortable, threatened, or humiliated, and undermine the workplace environment.

Other types of harassment

Unwelcome language and behavior that are so severe, persistent or pervasive as to place a person at a disadvantage, make him or her feel uncomfortable, threatened, or humiliated, thereby undermining the educational research or workplace environment.

These things can be perceived as harassment!

For instance, if words and actions described below cause another person discomfort, they are considered harassment.
Do you recognize any of them?

Sexual harassment

- Making fun of a person's sexual preferences and physical features.
- Making obscene, sexual remarks.
- Coercing a person into a sexual relationship or touching a person's body unnecessarily.

Academic harassment

- Refusing to give the necessary research guidance or advice.
- Imposing an excessive task that may damage a person's mental or physical health.
- Making threatening remarks such as "I won't let you graduate."

Power harassment

- Incessantly and unreasonably pointing out errors made by a junior staff member.
- Humiliating someone loudly in front of everyone.
- Forcing a person to consume alcohol against their will.

Pregnancy and childbirth-related harassment

- Threatening dismissal, saying such things as, "If you take a leave, I'll dismiss you," when a junior staff member requests a maternity leave.
- Making remarks that inhibit a junior staff member from using the system, saying such things as, "I wouldn't make such a request, and neither should you," when she requests a switch to lighter tasks.

Childcare leave and nursing care leave-related harassment

- Threatening to give negative assessments to the Human Resources Division when a junior staff member requests paid nursing care leave.
- Making it difficult for a male junior staff member to get childcare leave, saying such things as, "There is no way that a man is getting childcare leave."

Excuses such as "I didn't mean it that way" ; "I was caught up in the moment..." are unacceptable.

Let us start by learning about harassment—anyone could be a victim or victimizer!

Let us respect the human rights of others, motivated by feelings of mutual consideration.

If you think you're being harassed...

1. Express how you feel in words or actions to the other person.
2. Record the incident in detail.
 - When, where, who, what and how?
3. Talk to someone you can trust.
 - Do not suffer silently; talk to a friend, senior classmate or instructor.
4. Contact the counseling service.
 - Call, e-mail or write to them. You do not have to reveal your identity.

Counseling Service

Senriyama Campus Harassment Counseling Office

- Hours: Please visit our website →
- Place: 2nd Floor, Centenary Memorial Hall
- TEL: 06-6368-6070



Takatsuki Campus

- Hours: Monday to Friday from 09:00 to 17:00
- Place: Takatsuki Office
- TEL: 072-690-2151

Takatsuki Muse Campus

- Hours: Monday to Friday from 09:00 to 17:00
- Place: Muse office
- TEL: 072-684-4000

Sakai Campus

- Hours: Monday to Friday from 09:00 to 17:00
- Place: Sakai Campus office
- TEL: 072-229-5022

Suita Mirai Campus

- Hours: Monday to Friday from 09:00 to 17:00
- Place: Suita Mirai Campus office
- TEL: 06-6155-9957

Check the Information System for hours of operation as they may change during spring, summer and winter breaks.