

In order to ensure a harassment-free education and research environment, our university established the Harassment Prevention Regulations and the Harassment Prevention Guidelines and is continuously working to prevent harassment, offer counsel, and resolve problems.  
Please check the university website (on-campus only) for the said regulations and guidelines.

Protection of privacy

Our university has never divulged the counseling or its details on or off-campus without the approval of the person receiving the counseling. Rest assured that the privacy of the person receiving the counseling will be protected. In addition, the university will take all possible measures so that the person who is accused of harassment does not treat in a disadvantageous manner the concerned parties including the person receiving the counseling for receiving the harassment counseling.

To those wishing to receive counseling

If you observe or been the target of behavior you perceive as harassment, contact the Harassment Counseling Center or one of our harassment advisers.  
Our counselors go through the problem with you and work another solution, under completely protecting your privacy, so please feel free to contact us.

Counseling

Counseling is generally provided in person, but we can also plan to offer counseling via phone, letter, and e-mail.

When using the Harassment Counseling Center

Professional counselors will offer individual guidance.  
Hours of operation is from 8:30 to 17:15.  
(It is possible to adjust the hours of operation if you make an appointment in advance.)

TEL 029-853-8449  
MAIL stop-harassment@un.tsukuba.ac.jp

When coming to see our Harassment Advisers

Students University Website>Students>Counseling Services>Harassment-Related (on-campus only)  
Faculty and Staff University Website> Faculty and Staff >Organization and Operation>Harassment Prevention (on-campus only)  
Select a harassment adviser from the list of advisers listed above, and establish contact with each person after checking the day and time of the counseling.  
The counseling is generally conducted with two advisers, but should you wish, we can also arrange one-on-one sessions.  
Note: For the two advisers to ready themselves, they will adjust so contact one adviser first.

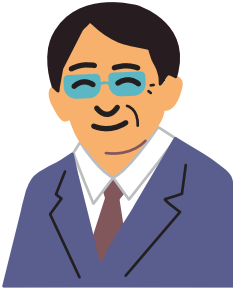


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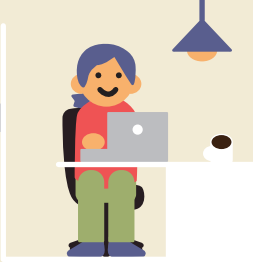


Harassment prevention declaration

In action related to education, research, and university management, harassment behavior or statement that inflicts psychological and physical suffering to the people concerned and poisons the learning or work environment by acting beyond the appropriate range against the background of superiority of position the stakeholders of the university, not only hinders the ability and growth of the stakeholders of the university, but is also socially unacceptable to unreasonably damage the personality and dignity of individuals.  
In reaction to harassment, the University of Tsukuba will confirm the facts fairly and honestly while respecting the privacy of the parties concerned, try to solve the problem, and deal strictly with the perpetrator of harassment in accordance with the rules of the university. We will make sure that the perpetrator of harassment strictly adhere to the basic stance and rules for harassment prevention, and declare the prevention and elimination of harassment in order to realize a "harassment-free campus".



July 2020  
NAGATA Kyosuke President of the University of Tsukuba



Understand language and behavior leading to harassment, not to become a victim or harasser.

### What is Academic Harassment?

It is a behavior or statement of a member of our university which would likely be disadvantageous or damaging in education, research, or study to another member against a backdrop of advantage over education and research; it is an infringement on human rights.

#### Examples of academic harassment

##### 1 Obstruction of research activities

- 1 Demand for a deviant condition when submitting a scientific paper  
Submission of a thesis, even it fulfills the requirement
- 2 Unfair exclusion from the research team  
Isolate from other research members for no justifiable reason
- 3 Unwarranted restriction on research activities  
Unfairly evaluating research outcomes
- 4 Rejection or neglect of guidance  
Making no attempt to give guidance for no reason even if asked for guidance
- 5 Take credit for someone's achievements  
Put pressure on a student to hand over research accomplishments to his/her academic advisor and others

##### 2 Obstruction of learning and career options

- 1 Violation of a student's right to learn  
Refusing for no justifiable reason even if a student sought educational guidance
- 2 Hindrance to career options (advancement to graduate school, graduation, or job-hunting activities)  
Threatening against a student's decision making in career options including a faculty member hinting unjustified involvement and influence to the student's choice of advancement to graduate school or employment

##### 3 Coercion in laboratories

- 1 Placing a great deal of pressure on students and research team members to be in the laboratory from early morning to late at night or forcing them to conduct experiments overnight

##### 4 Obstruction of teaching

- 1 Preventing a faculty to teach a course for no justifiable reason
- ##### 5 Violation of the right to work and obstruction of work duties
- 1 Threatening that one has authority to influence career and evaluation

### What is Sexual Harassment?

It means a sexual behavior or statement, which makes another person uncomfortable. This is an infringement on human rights. Sexual Harassment is to cause harm, disadvantage, and discomfort to another person by making unwelcome sexual advances, behaving in a sexual manner, and making sexual contact.

#### Points to be aware of concerning sexual harassment

- 1 The way a sexual behavior or statement is perceived greatly varies among individuals (regardless of gender) and the position of the person, etc. Since the difference in perception is entirely based on people, when determining whether or not something falls under sexual harassment, the judgement of the other person becomes important. Therefore, please watch out for the following.  
※ Even if the behavior or statement is intended to show tenderness, sometimes it might make another person uncomfortable regardless of your intention  
※ The wrong assumption that such a matter would also be tolerated by another person does not apply
- 2 If the other person refuses or is clearly reluctant, do not repeat the same behavior or statement.

- 3 Sometimes one considers human relations and cannot say no even if he/she is victimized by sexual harassment and if it is from an academic advisor, superior, etc.  
Do not mistake it for consent and agreement because of a positive denial from another person.

- 4 It is not sufficient to guard against sexual harassment only while on-campus.  
One also has to be careful when in farewell and welcome parties, seminar drinking parties, etc. where human relations on-campus continue without change.  
※ Regardless of gender includes sexual preference, gender identity, and LGBT.

#### Examples of Sexual Harassment

- 1 Remarks which contain sexual content  
Sharing intolerable and vulgar jokes

- 2 Sexual behavior  
Making a phone call and sending a letter and e-mail of a sexual nature

### What is Power Harassment?

It is a behavior or statement to cause emotional distress and physical pain or worsen the working environment beyond the appropriate range of work against a backdrop of workplace advantage including professional position and human relations.

#### Examples of power harassment

##### 1 Behavior or statement based on the instructional method and convention

Loudly reprimanding or warning someone in such a way that would likely give others an unpleasant feeling

##### 2 Behavior or statement based on the lack of communication

Insufficient or ambiguous directions, instructions, and advice of research guidance and work contents

##### 3 Other

Isolating from human relations including segregation, preventing someone from attending conferences and trainings, ostracizing, and not exchanging greetings

### What is harassment for Maternity, Child care, Family care leave, etc.?

It is a behavior or statement that disturbs the working environment or a behavior or statement which would likely be disadvantageous by reason of pregnancy, childbirth, child care leave, family care leave, etc. A negative behavior or statement towards university employees who need to take care of children or family members is also capable of becoming the setting for harassment for child care leave, etc.

#### Examples of harassment for maternity, child care, family care leave, etc.

- 1 Interference with the use of the system, etc.  
Prohibiting the request, etc. for utilization of System 2, etc. or utilization of the system, etc.  
※ System 2 means the measures in connection with health care during pregnancy and after childbirth (measures for maternity health care) and on-campus support system of maternity leave after childbirth, child care and family care leave, etc.

- 2 Career disadvantage  
Engaging in behavior to disturb the working environment including the suggestion of constructive dismissal, firing, transfer, job displacement, demotion, and other disadvantageous treatment, not assigning a job, and being exclusively occupied with routine business