



## —Towards a Harassment-Free Campus—

### Message from the President

The University of the Ryukyus respects the basic human rights of all students, faculty, and staff members, and it engages in positive activities to ensure a harassment-free learning and working environment. To achieve a campus where no harassment is tolerated, all the members must know it is their inalienable right to “counsel” or “file a complaint” concerning harassment. Sharing the principles of Diversity, Equity, and Inclusion (DE&I) and SDGs with all members on campus, the university aims to be an institution where learning is rewarding for students, working is fulfilling for the faculty and staff members, and is reliable for the local community.

Ikue KINA  
President

The University of the Ryukyus

## Independent department

The Harassment Counseling and Support Center is an independent counseling body specializing in harassment issues. It is primarily operated by faculty members specializing in law and psychology to effectively address harassment cases. Professional counselors, including licensed psychologists, clinical psychologists, and juris doctors, handle consultations, with additional support from faculty-appointed internal advisors from each department.

【Location Map】

The Center



### University of the Ryukyus Harassment Counseling and Support Center

- ☐ Appointment required (Online counseling available)
- ☐ Office hours: 9:00 AM – 5:00 PM  
Monday to Friday (Closed on public holidays)

☎: 098-895-8732 (Ext. 2982)

✉: [harassment@acs.u-ryukyu.ac.jp](mailto:harassment@acs.u-ryukyu.ac.jp)

🌐: <https://hcsc.jim.u-ryukyu.ac.jp/>

📍: Room 608,

Arts and General Research Center 6F

【website】



【Counseling request form】



## University of the Ryukyus Harassment Counseling and Support Center



University of the Ryukyus  
is committed to creating a  
harassment-free campus  
for all students and faculty.



## What is harassment?

Harassment refers to actions or words that harm someone's dignity or character, or negatively affect their academic or work environment, carried out from a position of superiority, power, or dominance, and against the other party's will. (From the University of the Ryukyus Guidelines for Harassment Prevention Article 3)

## Example of Academic harassment and Power Harassment

Repeatedly making statements that deny someone's character such as "stupid" or "incompetent." etc...



## Example of Sexual Harassment

Persistently inviting someone to meals or on dates, making sexual or vulgar jokes, teasing, or asking inappropriate questions, etc.

## Prohibition of Unfair Treatment

Unfair treatment or retaliation against students and staff for reporting or seeking advice on harassment, cooperating in investigations, contributing to the resolution of issues, or taking any other appropriate measures is prohibited. (From the University of the Ryukyus Guidelines for Harassment Prevention Article 10)

## If you feel something is wrong, please contact us for counseling. For example,

- ☐ Being stalked by someone who you have no romantic interest in.
- ☐ Received abusive comments or defamation online.
- ☐ Insulted because of your age, body type, appearance, clothing, etc.
- ☐ Offended by remarks concerning your race, ethnicity, or religion.
- ☐ Forced to do tasks unrelated to educational activities (e.g., giving a teacher a ride home, serving drinks at a party).
- ☐ The teacher failed to provide necessary guidance.
- ☐ Humiliated in front of others with comments that attacked your character.
- ☐ Told by a supervisor (faculty or staff) that getting pregnant would be a problem.
- ☐ Hurt by insensitive comments about your sexuality (sexual orientation, gender identity etc.), disabilities, cultural background and others.

Sexuality (SOGI) Counseling Desk

**University of the Ryukyus  
PRIDE OFFICE**

University of the Ryukyus respects the sexual diversity of all its members.



## How to Make a Counseling Appointment

Could it be harassment?

**Counselee**

Apply for counseling through our website, e-mail, etc.



[Counseling request form]



## Harassment Counseling and Support Center

We'll schedule your counseling according to your preferences. Online counsels are also available.



**Counseling**

Two counselors will listen to you.

We'll work together to find a solution!

- Completely confidential.
- Anonymous counsels are welcome.
- Counsels can also be made by third parties.

## Support Options

### Counseling

We provide counseling on matters that are related to harassment.

### Explanation Advise

We will explain the harassment response procedures at this university and provide advice as needed.

### Notification

We will inform the relevant party or department head if a counseling suggests potential harassment.

### Coordination

We will request the department head to make necessary arrangements and assist in the process.

### Mediation

Without determining whether it is harassment, the center will mediate and help resolve the issue with the other party.

### Assistance w/ filing a complaint

Based on the counselee's preferences, we will assist in drafting a complaint to the Harassment Prevention Committee.

**All university members have the right to seek counseling or file a complaint !**

[PRIDE OFFICE Counseling request form]

We welcome counsels from LGBTQ+ individuals, as well as third parties such as friends, acquaintances, and departments.

