



— Towards a Harassment-Free Campus —

The University firmly believes in the critical importance of providing a working and learning environment that is harassment free and respects the dignity of all its members. All faculty, staff and students at the University have the right to seek consultation and arbitration when faced with harassment issues. In line with enhancing our framework of action for the prevention of harassment, the University pledges its commitment to the promotion of diversity and pursuit of sustainable development goals to bring forth a truly harassment-free campus.

It is the University's goal to become an institution that not only provides an enriching and conducive environment for its students and staff, but also serves as focal point of support for the community.

NISHIDA Mutsumi  
President  
University of the Ryukyus

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Harassment Counseling and Support Center is an independent department of the University, specializing harassment issues. The Professors of Law and Psychology oversee the operation of the Center. The Center provides counseling services by specialists, such as Certified Public Psychologists, and on-campus counselor appointed from each faculty of the University.

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[Access Map]



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

Reservation is required for services

**Hours: 9am to 5pm, Mon. through Fri.**

Room 302, Regional and International Study Center 3F (International Student Center Bldg.)



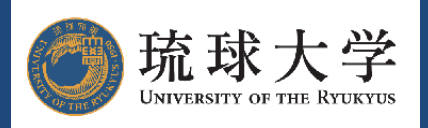
▲QR Code

☎ : 098-895-8732 (ext.2982)

✉ : harassment@acs.u-ryukyu.ac.jp

🌐 : <http://w3.u-ryukyu.ac.jp/harassment/>

# University of the Ryukyus Harassment Counseling and Support Center



## Definition of Harassment

[The University of the Ryukyus Guidelines for the Prevention of Harassment Article 3]

Harassment involves the use of a superior position or authority to degrade the character or dignity of another party by words and actions contrary to their will, or to deteriorate the academic and working environment.

## Academic harassment and Power Harassment

Such harassment occurs against a background of perpetrators being in a superior position or having superiority over the other party. 1. Unfair or discriminatory treatment 2. Abandonment of teaching or instructing responsibility 3. Obstructive acts due to abuse of authority 4. Causing of obstruction and/or interference to future career prospects 5. Unjustifiable verbal or physical conduct in relation to another person's physical attributes 6. Physical or emotional abuse 7. Isolation from interpersonal relationships 8. Invasion of privacy. Based on the above, harassment cause another party to unfair treatment, infringing the dignity and rights of others, causing damage to academic and work environments and/or hurt the one inflicting physical and/or emotional hurt and abuse.

- In area of Research and study → Academic harassment
- In All other areas → Power harassment

## Sexual Harassment

① Sexual overtures or sexual behavior by perpetrators, who are in superior positions or possess superiority over the other party, that do not conform to the receiving party's will or intentions. ② Discriminating or placing receiving parties at a disadvantage by using positions of power and/or superiority, due to their rejection of said sexual overtures. ③ Inappropriate sexual behavior as mentioned in (1), which unfairly hinders one's school or work activities, and/or deteriorates conditions surrounding his/her school or work environment

## Prohibition of Disadvantageous Treatment

(Same as Above, Guidelines 3-3, Article 10)

The University prohibits all disadvantageous treatment or retaliatory behavior taken against students, faculty and staff members in reaction to their rightful and legitimate actions in taking countermeasures against acts of harassment that include provision of counseling, filing of formal requests for counteraction and/or assisting in steps towards problem resolution.

## If you think you might be facing harassment, share your concerns with the Center. For example,

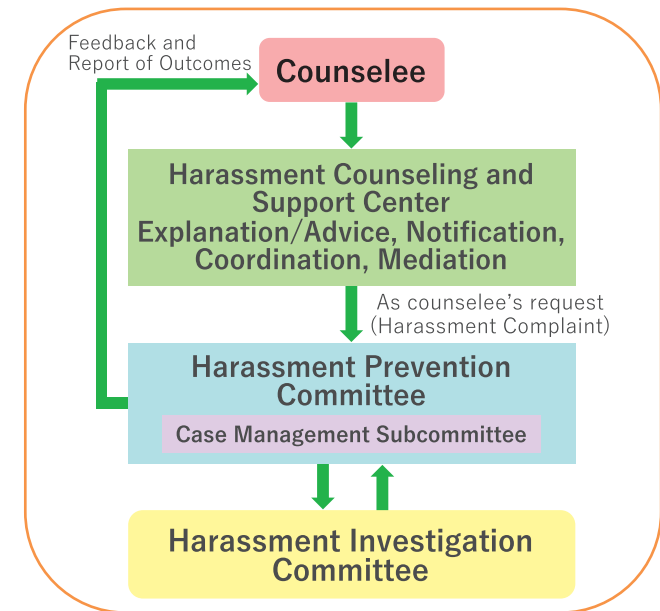
- Receiving unwanted attention from someone that you are not comfortable with, or being victim of stalking.
- Receiving hate comments or slander on website.
- Being ridiculed or made to feel uncomfortable because of one's age, appearance and/or clothes, etc.
- Making one feel uncomfortable or unsafe by remarks on one's race, ethnicity, and county of origin.
- Being forced into tasks outside of one's academic obligations (sending members of faculty home, providing company during drinking sessions).
- Not receiving necessary academic supervision from one's academic adviser.
- Becoming the target of discriminatory comments that infringe upon one's sense of dignity.
- Receiving discriminatory behavior from faculty and students regarding one's sexuality, sexual orientation and gender identity(SOGI), disabilities, cultural background, religions, and others.
- Receiving negative words and behavior from superiors (faculty and administrative staff) regarding one's pregnancy.

The above are just some examples

If you think you might have been facing harassment, do not keep your worries to yourself.

- A third party can come to the Center on the behalf of the person who are facing harassment.
- You are eligible to ask for the Center's services if you or the perpetrator is a member of the University.
- You will not receive unfavorable treatment of any kind by seeking help at the Center.
- Counseling services are confidential.
- As a member of the University, you have the right to seek "counseling" and do "Harassment Complaint."

## Process of Consultation



## Roles of the Harassment Counseling and Support

|                             |  |
|-----------------------------|--|
| <b>Counseling</b>           | The Center provides counseling regarding harassment issues   |
| <b>Explanation/Advice</b>   | The Center provides counseee with advice and explains procedures for action. The Center gives suggestions for preventing harassment and to stop the damage from spreading. |
| <b>Notification</b>         | The Center notifies the perpetrator, or the Head of Department, about the alleged harassment offensive behaviors that the perpetrator did.                                 |
| <b>Coordination</b>         | The Center requests the Head of the Department to change the situation, and the center is involved in the coordination.  |
| <b>Mediation</b>            | The Center mediates between the alleged harasser and the counseee, without harassment investigation.   |
| <b>Support w/ Complaint</b> | As the counseee's request, the Center assists the counseee to complete making the 'Harassment Complaint Form' to the Harassment Prevention Committee.                      |