Stop Harassment

To ensure you don’t become a victim or perpetrator of harassment.

The most important component needed to create an environment without harassment is the understanding that each of us is different and each of us is precious.

If you feel you are being harassed,
• you do not have to put up with it or blame yourself.
• tell someone you can trust.
• and if it is related to classes or research supervision, consult the
administrative office; if it is related to extracurricular activities, consult
someone such as your director or advisor or the Office of Student Affairs.
• and if you feel uncomfortable, it is important to express your discomfort
to the person who is bothering you. In many cases they did not realize
they were making you feel uncomfortable.
• write down the date, location, and what happened. This record will be
helpful in clarifying the nature and pattern of harassment for subsequent
action.
• seek protection against immediate or potential threats to your safety
from university authorities or others near you, and contact the police.

Harassment Consultations

If you feel that you cannot handle it alone, the first step is to contact an adviser.

Advisers are available at various locations on every
campus, and you are free to arrange a meeting
without regard to faculty, division or even campus.
Check the Adviser Contact information on the
Ritsumeikan University website as show below.

http://www.ritsumei.ac.jp/mng/gl/jinj/harass-eng/

External Consultation Institutions

The Preceding external institutions also provide advising and consultation.

Reflect on your own speech and behavior

* Students can be harassers too.

What is academic harassment?

Academic harassment is behavior which makes use of hierarchical
classified responsibility or a position of superiority to cause others
disadvantage or discomfort in the area of education or research.

Examples of Academic Harassment

Denying another’s character
• Making derogatory comments that criticize another’s character or ability.
• Causing physical or psychological harm to someone by action or word.
• Repeated inappropriate public comments by a person in a position of
authority or leadership about someone under his/her supervision, such
as public reprimands for failures or mistakes.

Unfavorable treatment in evaluation and research
• Interfering with someone's performance in study and research.
• Dishonestly using research results obtained by students and other
researchers.
• Threatening others by citing the power to influence academic evaluation,
graduation, and promotion.

Mixing public and personal matters
• Forcing someone to deal with your personal matters.
• Forcing someone to participate in or cooperate with your personal life
and activities.

What is sexual harassment?

Sexual harassment is behavior or comments of an overly sexual manner that cause others humiliation, emotional distress or discomfort.

Examples of Sexual Harassment

Touching
• Unwanted or unnecessary physical contact such as putting an arm
around another person's shoulder or touching other parts of a person's
body unnecessarily.

Staring
• Looking a person over from the head to toe or continuing to gaze at a
person for an unusually long period.

Comments about appearance
• Making comments about physical appearance or clothing, regardless of
gender, either directly or to others about a third person.

Conversations that make someone uncomfortable
• Telling conversations to sexual or uncomfortable topics.
• Stereotyping sexual behavior or thinking or making derogatory
remarks or using insulting expressions.
• Making insulting comments or calling someone disrespectful names that
mock their gender identity or sexual orientation.

Unwanted attention
• Pushing someone to date, stalking them,
• Persistently asking someone for a date and dinner; accompanying
someone to their place of residence, persistent gift giving, letters,
telephone calls or email.

What is power harassment?

Power harassment is the abuse of authority in work or other situations.
It is the use of advantageous position in human relations or other
to overpower the bounds of appropriate guidance or admonition,
thereby inflicting psychological or physical pain upon people and
causing harm to the workplace or work environment.

Examples of Power Harassment

Speech or behavior constituting harassment even if undertaken
only once
• Physical violence or intimidation / defamation of character, etc., and any
other form of attack that comes under criminal law.

Speech or behavior regarded as power harassment if undertaken
repeatedly
• Insults or abusive language constituting a psychological attack upon
another person.
• Isolating, ostracizing, ignoring an individual, or in other ways denying
that person normal human interaction.
• Compelling an individual to undertake tasks that are clearly unnecessary
or clearly impossible to accomplish; obstructing an individual's normal
work activity or other functions by imposing irrationally excessive
demands.
• Without rational purpose, compelling an individual to engage in low-level
work that is far removed from capability or experience, or assigning no
work or too little work.
• Violating privacy by intruding beyond reason upon private matters.

What is other types of harassment?

Other types of harassment is inappropriate speech and behavior which
causes other parties to suffer pain, discomfort or disadvantage.

Examples of Other Types of Harassment

Alcohol Harassment
• Using a hierarchical relationship to force people to drink alcohol with no
regard for their physical constitution or condition.
• Intentionally getting people drunk.

Racial Harassment
• Harassing people or subjecting them to unfair treatment because of
prejudices against people from a specific country or of a certain race or
ethnicity or because of nationality.
• Routinely telling jokes that make fun of a specific country, race, or
ethnicity.

Gender Harassment
• Speech or behavior based on fixed beliefs on gender roles.
• Addressing people with the intention to discriminate on the basis
of gender and with no respect for individuality by using terms such as boy,
girl, boku (casual form of “I” used by Japanese men), boya (boy), ojosan
(young lady), ojisan (uncle), and obasan (aunt).