

# 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 are 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.

## Adviser Contact Information

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.ritsumeikan.ac.jp/mng/gi/jinji/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.

## In order to ensure that your behavior does not constitute harassment:

- Do not speak or behave in a way that will hurt or make others uncomfortable.
- Understand that people have different ways of perceiving things. Don't assume that others will feel the same as you imagine or that you know their threshold.

## What is academic harassment?

Academic harassment refers to conduct that gives disadvantageous treatment to others by means of any speech or behavior that takes advantage of a superior position in an education or research relationship, and is detrimental to the educational or research environment. However, it does not constitute harassment if the speech or behavior is within the proper scope of what is necessary and appropriate in the line 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 power harassment?

Power harassment refers to conduct that gives disadvantageous treatment to others by means of any speech and behavior that takes advantage of a superior position in a work or student activities relationship, and is detrimental to the work or student activity environment. However, it does not constitute harassment if the speech or behavior is within the proper scope of what is necessary and appropriate in the line of work or student activities.

## Examples of Power Harassment

- Physical violence, intimidation, defamation of character.
- 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 sexual harassment?

Sexual harassment refers to conduct that gives disadvantageous treatment to others by means of any speech and behavior of a sexual nature, and is detrimental to the environment they are in. However, it does not constitute harassment if it is proper exercise of authority.

## 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

- Turning conversations to sexual or uncomfortable topics.
- Stereotyping male or female 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 other types of harassment?

Other types of harassment include inappropriate speech and behavior which give disadvantageous treatment to others, or harm another's education, research, workplace, etc., environment.

## 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.



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Ritsumeikan University and Ritsumeikan Affiliated Schools  
Harassment Prevention Committee