



Doshisha University



# For Prevention of Campus Harassment



## You don't need to suffer alone

Doshisha University, as an educational and research institution practicing Christian education, does not tolerate any infringement of human rights that threatens the safety and dignity of its students, faculty and staff. Campus harassment, which causes serious disturbance to studies, extracurricular activities, research activities and work performance, and results in the deterioration of the educational and working environment, is certainly no exception. The Doshisha University Campus Harassment Prevention Committee publishes this brochure for the purpose of preventing such campus harassment and to sustain positive and respectful human relations as well as create a campus environment based on mutual trust. We ask that you take a moment to read about our policy and consider your role as part of the Doshisha University community to help make our university free of campus harassment. If you feel that you have been victimized by campus harassment, do not suffer in silence – seek help according to the guidelines in this brochure.

# What is Campus Harassment?

Campus harassment takes many forms, which include non-consensual sexual contact or offensive/inappropriate language or behavior in school or the workplace that induces feelings of humiliation or emotional distress in the other person. Actions that adversely affect the other person's study or work environment by causing the person to feel a sense of discomfort or disadvantage is also considered as harassment. "The other person" in this case does not necessarily mean a specific individual. Even language or behavior aimed at an unspecified number of people may be regarded as harassment if it offends someone. Campus harassment is a collective term referring to sexual harassment, academic harassment, power harassment, and harassment based on discrimination and prejudice. The distinction between these is not always clear, and in some cases there are multiple aspects to a single case.

## Range of Application of Campus Harassment

Members of the Doshisha University community including,

- \* undergraduate students
- \* graduate students
- \* international students
- \* research students

- \* trainees
- \* research associates
- \* non-degree students
- \* auditors
- \* full-time faculty
- \* full-time regular administrative staff

- \* part-time lecturers
- \* non-regular staff
- \* contract staff
- \* casual staff
- \* dispatched workers based on the Worker Dispatching Act.

## Sexual Harassment

Sexual language or behavior that offends the other person, including physical contact, sexual violence and sexual jokes.



- \* Sexual language or behavior in school or the workplace against the other person's will
- \* Taking advantage of a superior position and offending the other person through the use of sexual language or behavior
- \* Not offering educational and research guidance to the other person, giving unreasonably low evaluations or causing disadvantages in working condition in retaliation for rejection of sexual demands
- \* Pressuring the other person to serve drink or touching the person inappropriately at a social event
- \* Adversely affecting the other person's study or work environment by spreading rumors of sexual nature about the campus

## Academic Harassment

Harassment against students and faculty members in the place of education and research, caused by the abuse of authority by faculty members in a supervising position who use inappropriate and unreasonable language and behavior toward students or other faculty members.



- \* Refusing to give a student the educational and research guidance they need
- \* Using humiliating language or behavior toward a student in the place of education and research
- \* Giving a lengthy, overly stern lecture in the office to a student, or forcing long hours of research
- \* Impeding a student's job seeking efforts or research into further education
- \* Changing the name of an author of academic papers and plagiarizing research results
- \* Forcing a students to contribute research funds (travel expenses, rewards, etc.) which have been granted to the student as laboratory expenses

## Power Harassment

Harassment in the workplace caused by the abuse of authority by faculty or staff members who use inappropriate and unreasonable language and behavior toward other faculty or staff members. It may also occur between senior and junior students.



- \* Taking advantage of a superior position and using strong language or shouting at a subordinate
- \* Intentionally not providing a subordinate with necessary official information
- \* Using excessively harsh language when giving instructions and warnings
- \* Unreasonably excluding specific persons from extracurricular activities
- \* Pressuring the other person to attend a social event

## Other Types of Harassment

In addition to the afore-mentioned types of harassment, there are various types of harassment such as alcohol harassment, racial harassment, maternity harassment, etc. In all cases, no actions that harm the personality or dignity of the other person(s) are tolerated.

# If you have been victimized by harassment

Students, faculty and staff who are victimized by campus harassment should not blame themselves or suffer in silence, instead they should promptly contact one of the counselors. The Doshisha University Campus Harassment Prevention Committee appoints counselors on both the Imadegawa and Kyotanabe Campuses to undertake consultations with students, faculty and staff.

Your record of the details of the harassment, including the offender, the situation and the nature of the harassment, will help toward resolving the problem. In some cases, directly informing the offender of your discomfort in person or in writing may settle the issue.

When campus harassment issue is raised in a consultation, any necessary responses and effective measures to deal with it will be taken after the completion of appropriate on-campus procedures and investigations based on "Doshisha University Regulations for Prevention of Campus Harassment.". During this process, particular care will be taken to respect the privacy and confidentiality of those involved.\*

You may consult with any of the counselors, regardless of what faculty or graduate

school you belong to or which campus you commute to. Please contact the counselor by phone or email and make an appointment for a consultation meeting.

\*Please note: Even if you request anonymity, your identity will be disclosed to a committee member.

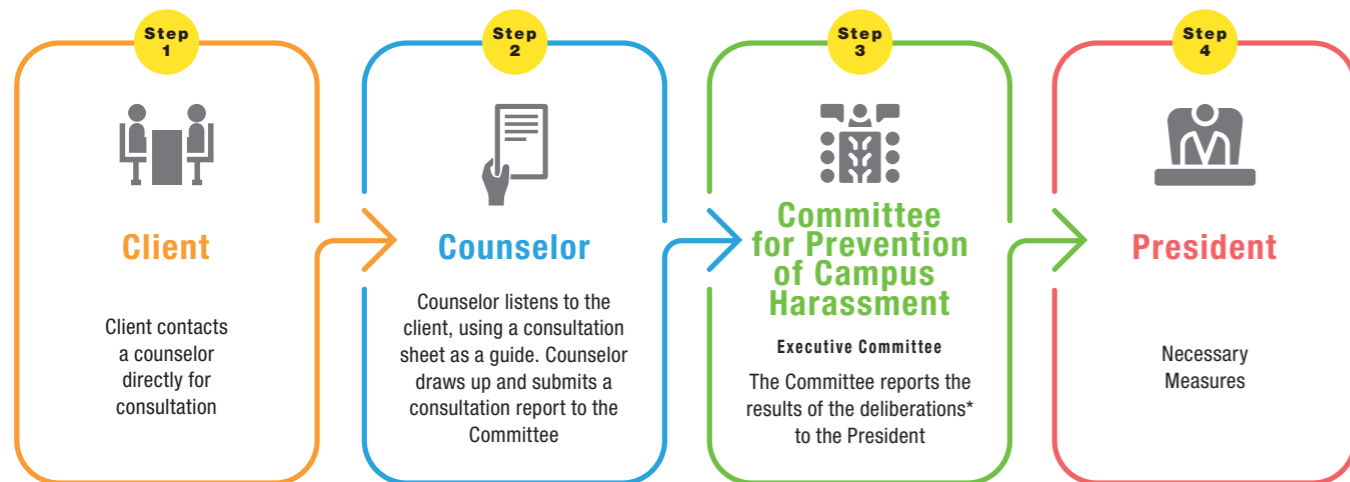
## Doshisha University Regulations for Prevention of Campus Harassment

When a consultation for a harassment has been made, it will be handled based on these regulations.

[Doshisha University Regulations for Prevention of Campus Harassment]  
<https://www.doshisha.ac.jp/students/healthcare/harassment.html#naiki>



## [Consultation and Responses]



### Counselors

For relief of students, faculty and staff who are victimized by campus harassment, and resolution of problems, the university appoints Campus Harassment Counselors on both campuses to respond quickly and appropriately. Counselors record the details of the complaints on a consultation record sheet, draw up a report of the consultation and report immediately to the Campus Harassment Prevention Committee. You can see the information of the counselors via the following URL.



[List of counselors 2022]  
<https://www.doshisha.ac.jp/students/healthcare/harassment.html#soudanin>

### Campus Harassment Prevention Committee

The duties of the Committee include consultations and investigations of campus harassment cases based on the reports from the counselors, drawing up policies for the relief of victims, and suggesting enlightenment activities.

The Committee, which is independent of all other divisions of the university, takes a fair, neutral position in deliberating what specific measures are needed for cases ranging from serious incidents of human rights infringement or of violent behavior to cases that simply require adjustment of human relations caused by misunderstandings or in sufficient awareness. The Committee reports to the President the content and outcome of its deliberations, and the President then implements the necessary measures.

\*It may take several months for the Committee to reach the conclusion of the deliberations as careful investigations of the incident should be made.

## For Students

If you are troubled by the contents of a lecture, lecture method, or by the words and action of a lecturer during a class...

I am troubled by the way my lecturer gives a lesson and how the lecturer acts in class.

I feel hesitant to go for a consultation...



Please first consult the office of the faculty / graduate school to which you belong!  
 You will be directed to an appropriate consultation office if the case cannot be resolved at your faculty / graduate school.



Contact information for the office of each faculty and graduate school is below.

## About the Claim Committee system

If you have any requests for improvement in course contents and teaching methods that cannot be resolved by direct appeal to the instructor, please consult with the office of your affiliated faculty/graduate school.

For instance...

- The content written in the syllabus and the actual lessons differ significantly.
- The exam content does not correspond to the course content.
- The grade evaluation is unfair (\*Refer to the below)
- Though I consulted the faculty member in charge of the course regarding the course content or the teaching methods, issues did not get resolved... etc.

After faculty/graduate school confirms the content of the consultation, the claims committee of the relevant faculty/graduate school will investigate the facts and respond to you as necessary. Please be assured that your name and student ID number will never be disclosed to the instructor, and that consulting under this system will not put you at any disadvantage.

## \*About inquiries or objections regarding grade evaluation

If you wish to make an inquiry or objection regarding your grade evaluation, please submit the inquiry form to the office of your affiliated faculty / graduate school or the Center for Academic Affairs of the relevant campus within one week from the date or issuance of the grade report.

<https://www.doshisha.ac.jp/contact.html#academics>





Doshisha University

---

[Our Website]

**Prevention of Campus Harrasment**

<https://www.doshisha.ac.jp/students/healthcare/harassment.html>



**Contact**

Doshisha University  
Campus Harassment Prevention Committee  
<Office> Office of Ethics Review TEL.075-251-3158

---