

# No Harassment on Our Campus!

Precaution, Rescue, and Prevention of Recurrence

Graduate Institute for Entrepreneurial Studies is making efforts to prevent any kind of harassment on our campus. Our Human Right Committee which has established *Guidelines on the harassment prevention and countermeasure*, as well as *Rules for the prevention and countermeasures of harassment*.

We would like our students and faculty members to work together to prevent harassment on campus so that staff and students feel secure.

*Human Rights Committee*

# Definitions of Harassments

- What is Harassment?
  - Harassment is a denial of human rights, which violate an individual's personal security and well-being by using menacing and psychologically adverse behaviors and words.
  - “Harassment” means the abuse, bullying and unfair treatment of individuals in relationships relevant to the college life and academic activities in the Graduate Institute for Entrepreneurial Studies.

# (1) What is Sexual Harassment?

- It is an action which make other person and/or the people around feel a sense of humiliation or discomfort by sexual intrusions, abuses, and threatening or unwanted suggestive behaviors against them at various scenes in our college life.
- For Example ▪ ▪ ▪
  - Making a speech which endorses gender segregation.
  - Seducing or forcing a physical affair against one's will.
  - Displaying pornographic pictures on a PC monitor or displaying on the wall of a laboratory or lecture rooms.
  - Making phone calls or sending E-mails or letters that contain sexual messages.

## (2) What is Academic Harassment?

- It is an action which makes another person feel psychological and/or physical stress by inappropriate behavior or giving discriminatory treatment that provokes the violation of one's right to be educated, obstructs one's study, hinders one's education or research, and interrupts relevant work against them at various scenes in our college life.
- For Example ▪ ▪ ▪
  - Making a threatening statement such as “ Obey my words, or else no degree”.
  - Obstructing one from making academic presentations or writing papers.
  - Blocking one from making a lecture or attending to one's class.

### (3) What is Power Harassment?

- It is an authority or similar power backed action which violate other person's free will and dignity beyond normal activities of the institution. It leads to a deterioration of the working environment, and is aimed at making people feel insecure in their professional or campus lifestyle.
- For Example ▪ ▪ ▪
  - Making a disparaging or insulting statement which denies someone's integrity as a human being.
  - Making a colleague or subordinate isolated, neglected, or without allocated work assignments.

Harassment is interpreted according to the unpleasantness of the harassed people. It is not determined according to the harasser's perception such like "I did not mean to make harassment"!!



# In order not to be a harasser,

- Before making a speech, consider how others will feel when he or she hear it.
- Be sensitive to the contents of personal E-mails. It is very important.
- Listen and handle others complaints amenabley.
- Others will not always defend or resist in response to harassment. Don't misunderstand a reaction without apparent refusals as an acceptance or an endorsement of harassment actions.
- Never expect one's harassing behavior or words will be accepted because it does not go too far.
- Stop sending E-mails or making contacts to a person relentlessly. It is a stalking behavior.

# When you feel you are being harassed,

- Say “No, I do not accept your harassing behavior”, decisively and clearly.
- Create a milieu or culture which supports your fellow students and colleagues’ right to reject this threatening behavior.
- If you experience harassment, seek help and guidance from a trusted person. Don’t worry about it alone. Have a talk with somebody, such as on-campus members of the human rights committee.
- Make appeals when you find any harassment to others. Protect each other against harassments.



Harassment is not unusual. It is a serious violation of human rights which may happen anytime, anywhere, and to anybody.

- When you are harassed,
  - It is not your fault. Stop blaming yourself.
  - Record the date, place, details about the harassment as clearly as you can.
  - Don't worry about it alone. Have a talk with somebody.
  - Please come to the college's harassment consultancy service with someone you can trust, if you feel reluctant to come alone.
  - Our college's harassment consultancy service respects your privacy and human rights. Please talk to us with comfort and security.

When you are anxious about whether you performed harassment,  
When you see the other person's damage and being aware of your  
serious responsibility on your deeds,  
When you are accused as a harasser,

- **In case of being accused as a harasser,**
  - Don't worry about it alone. Have a talk with somebody.
  - Our college has a harassment consultancy service. We pay enough attention to protect your privacy and human rights. Please talk to us at knowing your case is discussed securely and in private.

# For advice on harassment,

- Graduate Institute for Entrepreneurial Studies has established a Human Rights Committee harassment consultancy service, in which harassment consultants are available to have talk with harassers, as well as harassed persons.
- Please contact us for more information and/or consultancy reservations by confidential letters or exclusive E-mails to the addresses shown below.
  - Write to : Human Rights Committee, Graduate Institute for Entrepreneurial Studies.
  - Mailing address: 3-1-46, Yoneyama, Chuo Ward, Niigata City, Japan. Zip 950-0916
  - E-mail : [jinken@jigyo.ac.jp](mailto:jinken@jigyo.ac.jp) (exclusive)

# —The GIES’s Harassment Countermeasure Diagram—

