

Seikei Gakuen

NO Harassment Declaration!

Seikei Gakuen is committed to preventing and resolving incidents of harassment.

Seikei Gakuen aims for the “creation of self-reliant individuals with individuality” in a free atmosphere as a place for educational and research activities. To achieve this, it is important for faculty members and students/pupils to “recognize each other’s character” and “respect each other as individuals.” Harassment is an infringement of human rights, a violation of personal dignity, and a significant obstacle to the rights of students and pupils to learn and faculty members to work. Seikei Gakuen is committed to preventing and resolving issues of harassment with the aim of guaranteeing the right to learn and work in a comfortable educational, research, learning, and working environment.

What is harassment?

There are no discernible standards for what behavior constitutes harassment and what does not. Even behavior or comments that you casually make may constitute harassment if they infringe on the other person's human rights and violate their personal dignity. Furthermore, if the degree of harassment is substantial, for example, if the act of sexual harassment violates the Stalking Control Act or the Penal Code (provisions regarding indecent assault, forced sexual intercourse, etc.), or if the act of power harassment violates the Labor Code (provisions regarding dismissal, working hours, etc.) or the Trade Union Law (provisions regarding unfair labor practices), the harassment may be considered illegal.

We will not tolerate harassment that offends others and infringes on their human rights!

Sexual Harassment

This refers to sexual language or behavior contrary to the other person's wishes that offends or disadvantages them or degrades the educational, research, learning, and work environment.

Academic Harassment

This refers to inflicting mental or physical pain on the other party or deteriorating the educational or research environment beyond the proper scope of education or research, using one's position in education or research, human relations, or other advantageous position as a basis for such infliction.



Power Harassment

This refers to inflicting mental or physical pain on another person or causing deterioration in the work environment beyond the proper scope of business activities based on superiority in terms of position, human relations, or other factors.

Other types of harassment

Alcohol-related harassment

Forced drinking or chugging, disorderly behavior while intoxicated.

Moral Harassment

This refers to language or behavior that repeatedly injures a person's character or dignity, mentally corners them, or deteriorates the atmosphere through words, attitudes, gestures, documents, etc.

Maternity Harassment, Paternity Harassment, Care Harassment

This refers to harassment or treating an employee in a disadvantageous manner in employment due to their pregnancy, childbirth, child-rearing, or caring for their family member.

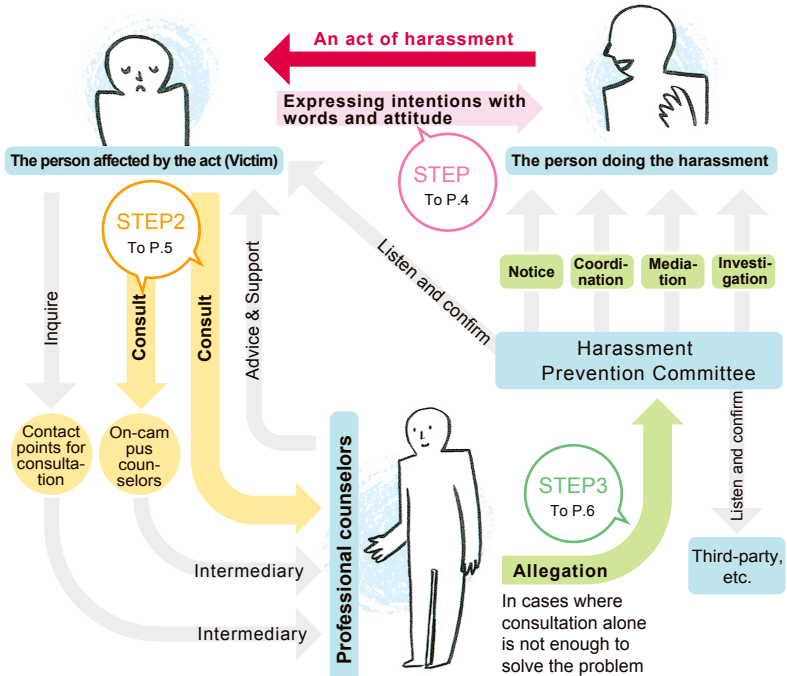
Date-related DV

Monitoring the behavior of a person with whom they are in a relationship by limiting their socializing with friends, looking at their mobile phone without their permission, etc.

*At our school, any behavior that constitutes harassment except the above is also subject to regulation.

What Should You Do If You Are a Victim of Harassment?

— The flow of harassment consultation/allegation —



*Actions other than the above procedures may be reviewed depending on the nature of the case.

Our harassment counselors include professional counselors and on-campus counselors. Please consult with the counselor you feel most comfortable with.

Professional
counselors

Professional counselors whom Seikei Gakuen entrusts serve as our counselors.

Applications: Accepted by phone or e-mail, and a date and time for an interview will be set.

Counseling room hours: Tuesdays and Thursdays, 11:00 a.m. to 6:00 p.m.

Telephone: 0422-37-3985 (only during the above hours)

E-mail: shsoudan@jim.seikei.ac.jp

Consultations are generally conducted by interview. Anonymous consultations are permitted. However, when it becomes necessary to take specific resolution procedures, it requires confirming your name, affiliation, etc. Not only persons who have been victimized but those who have been consulted by such persons and those who have witnessed the harassing behavior can also consult with counselors.

On-campus
counselors

Acts as an intermediary for a professional counselor.

The names and contact information of on-campus counselors are posted on the Committee's website.

If you are unable to contact one of the above counselors due to absence or other reasons, you may request an intermediary at the following contact points.

Contact points for consultation: General Affairs Section of the General Affairs Department, Health Support Center, Student Counseling Center, Health Offices at the university, high school, junior high school, and elementary school.

How to use: Please submit your name and contact information in an envelope at the contact points. Contact points staff will promptly refer you to a counselor.