

1-4. Harassment

Harassment debases human dignity and causes deterioration in the research, education, and working environment of GRIPS. GRIPS will never tolerate such behavior and shall work to eradicate all forms of harassment and establish a campus wide environment in which GRIPS members respect each other and each individual can fulfill their individual potential.

Please be aware that GRIPS' students come from diverse backgrounds, and have diverse values and customs. This means that what is acceptable in one person's country or region may not be considered acceptable in other countries or regions. We encourage each of you to reflect on your own behavior so as to contribute to the establishment of a campus environment where every one of us can feel safe and enjoy the cultural diversity of GRIPS.

Definition of Harassment

Harassment means inappropriate verbal or other behavior (pertaining to race, nationality, gender, hometown, religion, political beliefs, age, occupation, physical characteristics, and a broad range of other matters related to a person's individuality) that undermines the dignity of the person and/or makes them feel uncomfortable.

Harassment can take various forms, but common types of harassment that become problematic in a university setting are: sexual harassment; academic harassment; and power harassment. The various forms of harassment do not always occur independently; at times they overlap.

Responsibility of the Institute

The President of the Institute is responsible for implementing all measures and policies for the prevention of harassment, and for creating a plan of countermeasures against harassment. Each Institute member holding a supervisory position is responsible for providing guidance about the prevention of harassment in daily activities, in order to secure a comfortable environment free of harassment, increase awareness of harassment, and create appropriate countermeasures to prevent problems resulting from harassment.

Responsibility of Members

Each member of the Institute (faculty, staff, and students) is responsible for ensuring that he/she does not engage in harassment that damages the human dignity of another person, and for making efforts to prevent harassment. Members must pay careful attention to the following in order to prevent harassment-related damage to the study or work environment.

(i) No student, faculty, staff, and other relevant party who raises harassment-related issues shall be regarded as a so-called trouble-maker, and harassment-related issues shall not be dismissed out-of-hand as personal issues between the concerned parties.

(ii) In order not to create an atmosphere of victimizers and victims in issues related to harassment, all members need to be sensitive to those around them and behave appropriately.

Specifically, members need to pay careful attention to the following points and take appropriate action.

- If a member witnesses harassment, he/she must proactively draw attention to the harassment or take proactive measures before serious damage is caused to the study or work environment.
- Victims of harassment tend to avoid consulting other people regarding harassment because of feelings of embarrassment, not wanting to be labeled a troublemaker, or fear of retribution. To prevent harassment damage

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from becoming serious, it is important that members seek counseling if they notice any harassment.

What To Do If You Are Being Harassed

To counter harassment, it is necessary to make a clear and unambiguous report of the incident. If it is difficult to make such a report, you should discuss the incident with someone you trust. It is best to make a note of when the harassment occurred and how it occurred, and if possible to obtain the testimony of a third person.

Consultation with Confidentiality

The Institute has established a hotline consultation desk for harassment. There is a link to the Harassment Consultation Desk in the G-way link book.

We guarantee that your privacy will be strictly protected. Please do not hesitate to contact the hotline if you are experiencing or have witnessed harassment. We will deal with hotline reports appropriately to prevent further problems.

Harassment Consultation Desk: sodan-cukeii@grips.ac.jp
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