

Preventing and Dealing with Harassment:

To avoid becoming a victim, a perpetrator,
and/or a bystander

Center for Counseling and Disability Services
Harassment Counseling Office for Students

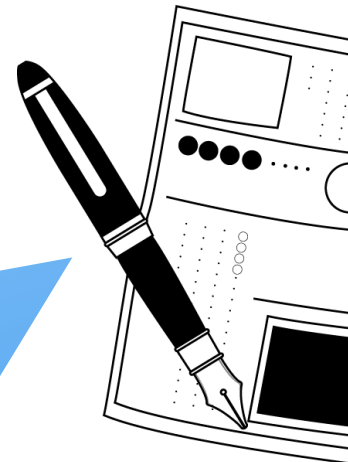


Newspaper reports about harassment

A male professor asked a female student whom he was supervising to accompany him on an overseas business trip alone, and pushed her to make presentations at international conferences, driving her to the brink. The allegations came to light when the student filed a complaint after graduation.

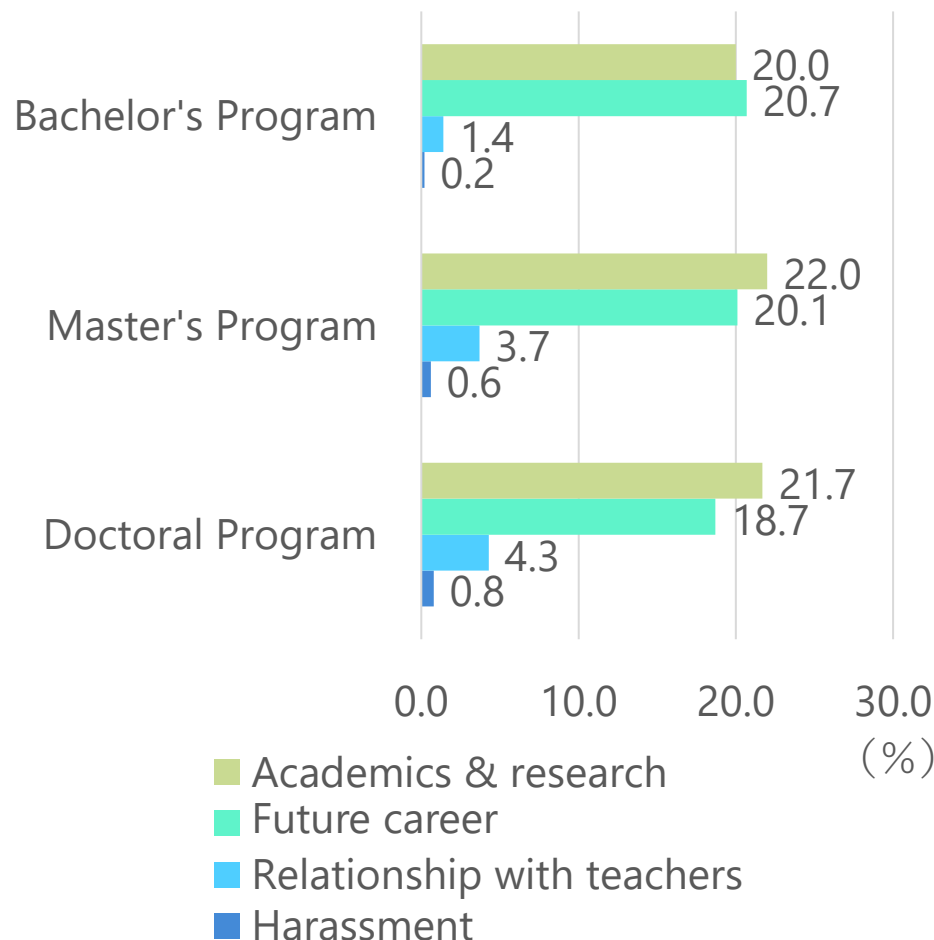
The associate professor unfairly gave students grades as "not attending classes" although they had met attendance requirements, and made them perform a huge amount of work related to his/her own research.

In a seminar, the professor did not give advice to a student in response to a question, but instead scolded the student saying "Why can't you do it?" or "It's your fault that you can't do it." The university was investigating the complaints from this student regarding "the professor not supervising the student enough" and "the student not being able to understand the content of the instruction."



From the Tohoku University Student Survey

"What are your current concerns?" (Select all that apply.)
【excerpt】



→ "Academics & research"
"Relationship with teachers"
"Harassment"

Bachelor < Master & Doctor

→ The selection rate for
"Harassment" is low, but
some may be included in
"Relationship with teachers."

The purpose of this video

- ① To learn about the types of harassment you may encounter in graduate school.
- ② To consider what you should be careful of to avoid becoming a "victim," "perpetrator," and/or an uninterested "bystander" of harassment.
- ③ To learn what to do when troubled with harassment.



I What is harassment?



Why is it important to understand harassment on campus?

- **Human rights violation**

Violation of the right to live independently and with dignity as a human being

- **Violent acts**

Mental and physical violence that hurt others ⇒ Serious damage

⇒ **At universities, violation of the right to pursue academic studies peacefully and the right to conduct research independently.**

⇔ It is closely related to bullying and mobbing.

There is a possibility that anyone may encounter harassment, and it is important to know about harassment so one may deal with it while the problem is still small.

Harassment as defined by Tohoku University

Sexual Harassment

Violation of human rights through sexual remarks and actions that offend others.

Power Harassment

Human rights violations caused by inappropriate behavior that take advantage of one's **superior position**, and that goes beyond the scope necessary and appropriate for the performance of work.

Academic Harassment

Violation of human rights through inappropriate language/behavior taking advantage of one's **superior position** in the field of education and research.

Harassment related to pregnancy, childbirth, childcare leave, family care leave, etc.

⇒ Employers have a superior position over employees, faculty and staff over students, and seniors over juniors.

1. Sexual harassment

(1) Status-based type / Reward type

Depending on the response to one's sexual remarks/behavior, one may use one's power to give or attempt to give a certain benefit or disadvantage in terms of study, education, research, etc.

Example Case 1 : Teacher - Student

My professor asked me to accompany him on a business trip to present my research results at a conference. Seeing the schedule, time set aside for sightseeing, and there were a lot of time just for the two of us. I wanted to refuse but found it difficult to do so, and didn't know what to do, so I went to the counseling office on campus.

※ This is not limited to a "male teacher - female student" combination. It may occur among other combinations as well.

1. Sexual harassment

(2) Environmental type / Gender type / other types

Sexual language/behavior that damages the learning, education, and/or research environment, or language/behavior based on inappropriate sexist attitudes.

Example Case 2 : Student - Student

At the lab's rest space, several students were making sexual jokes and making a lot of noise, and I was shocked when my name was mentioned.

Example Case 3 : Teacher/Student - Student

At the lab's social gathering, I was asked to serve drinks and to sit next to the guests because I was 'a girl.' After that, I felt uneasy just going to the lab.

⇒ **Even if one has no malicious intention, it could be considered harassment if it makes the other person feel sexually humiliated or uncomfortable.**

2. Academic harassment

- Neglecting supervision
- Excessive requests for tasks
- Interference with research and career choices
- Unfair evaluation
- Intimidating behavior and scolding etc.

Example Case 4 : Teacher - Student

My supervisor kept changing what he said during meetings, so I had to change the topic and direction of my research several times. My supervisor is also busy and there is no opportunity for individual consultations. I have made very little progress with my research and I am very worried about whether I will be able to complete it.

Example Case 5 : Student - Student

Every time I make a mistake, senior colleagues on the same research team repeatedly insult me, saying things like, "Don't you even understand this?" and "You're stupid." Recently, I've been afraid of going to the lab, I'm having trouble falling asleep, and my appetite has decreased.

3. *Power* harassment

- Physical and mental hurtful behaviors
- Forcing duties that is obviously unnecessary or impossible to accomplish
- Intruding into personal matters too much
- Extremely unfair and unjust evaluation
- Threatening with inappropriate language/behavior etc.

Example Case 6 : Teacher - Student

While working as TA, one Friday afternoon my teacher gave me a task to complete by the following Monday. I made as much progress as I could that day, but ended up working on weekends as well. This has happened several times in a row, but I can't bring myself to say anything because I'm afraid I won't be able to be TA if I refuse.

Things to note

- **Harassment can also occur between students**

- There are cases where people engage in harassing language/behavior without even realizing it.

- ⇒ Example: Behavior at drinking parties, sexual topics, scolding.

As you advance to the next grade, your relationships with other students will change.

- **Students may also "harass" faculty members**

- ⇒ Example: A student may send an email to the members of the laboratory containing slander of a faculty member.

A group of students may say, "I'm surprised that the teacher was able to become one." so that the teacher may hear.

Impacts of harassment

subject	Contents (examples)
Victim	<ul style="list-style-type: none">• anger, depressed feeling, loss of confidence ⇒ psychiatric symptoms such as depression and PTSD• distrust and fear towards surroundings and society• school refusal, social withdrawal ⇒ forced to change career
Perpetrator	<ul style="list-style-type: none">• disciplinary measures• loss of social credibility• financial loss ⇒ forced to change career
University community	<ul style="list-style-type: none">• damage to social reputation• decreased motivation among students, faculty, and staff• deteriorating academic and working conditions

It is important to deal with the problems before it becomes serious.



**II To avoid becoming a
victim, a perpetrator,
and/or a bystander of
harassment**



To avoid becoming a victim of harassment

① Keeping away

If you feel unsafe, try to avoid the person or their surroundings as much as possible.

② Sharing information

Share information like the above (①) with people around you from time to time to prevent harassment.
(Please be careful of slander.)

③ Other preventative measures

Example: Show that you are willing to consult someone when problems arise, rather than keeping them to yourself.

If you become a victim of harassment

① Do not keep to yourself

Being harassed can be shocking to anyone to varying degrees. Talk to people you trust (friends, family, faculty, etc.) about what happened.

② Keep a record of the happenings

Keep a record of when, where, from whom, and what was done. Save any emails you received from the person.

⇒ These are important for subsequent consultations and dealing with harassment.

If you become a victim of harassment

③ Ask the other person to stop

When you would like to directly ask someone to stop the harassing language/behavior by explaining how it is affecting you and those around you, be sure to ask someone to accompany you.

④ Consult about dealing with harassment

Report the incident to the harassment consultation service or to someone more senior than the perpetrator, and consult about how to deal with the situation.

⇒ Please check the website below for information on 'complaints'

<https://c.bureau.tohoku.ac.jp/homucomp/harassment/>

Have you become a harasser without realizing it? — Self-checklist —

- ❑ Are you making any sexual jokes or talking about sexual matters that may make people around you feel uncomfortable?
- ❑ Are you persistently approaching someone even though they don't want you to?
- ❑ Are you taking advantage of your senior-junior relationship to make unreasonable demands?
- ❑ Do you get emotional and take it out on people around you?
- ❑ Are you forcing your own ideas on others?
- ❑ Are you pestering a specific person?
- ❑ Are you forcing someone to drink alcohol?

⇒ If any of these apply to you, review your language/behavior from today.



When you notice yourself harassing

① Apologize to the person

Your words and actions may have hurt the person. Express your apologies sincerely and, if possible, discuss about your relationship.

② Understand the characteristics of your own speech/behavior, and modify them

Understand the circumstances that led to your harassing behavior and notice your habits, and take steps to prevent the same thing from happening again.

⇒ The 6-second rule when you're angry. Counseling is also effective.

When someone around you is being harassed

① Taking action against the harasser

For example . . .

【Express disturbance】

I was surprised that you would say something like that.

【Communicate the impact of the behavior】

Oh... it hurts if someone said that to me.

【Actively interject】

Wait a moment!

【Encourage to reflect】

Sorry, could you say that again?



based on Ishiyama(2011)

⇒ Depending on the situation, the harasser may become more emotional, so do not go out of your way.

When someone around you is being harassed

② Listen to the stories of those who have experienced harassment

Say a few words and, if possible, carefully listen to the feelings of the person.

③ Recommend consultation

Encourage the person to talk to someone he/she trusts or to the harassment consultation service. If the person cannot go to counseling on his/her own, accompany him/her.

④ Consult about dealing with harassment

If you, as a third party, are unsure of how to deal with the incident, you can also consult the harassment consultation service.

III Harassment consultation services information



Harassment Consultation Service at Tohoku University

- **University-wide consultation service in Kawauchi-Kita Campus**

- Counselor : Counselor at the Counseling Office (including female counselors)
- Hours : Monday to Friday, 9:30-17:00
- Location : Next to Counseling Office
- TEL : 022-795-7812 (Direct)



- **Department consultation service**

- Counselor : Faculty and staff of Graduate School of Information Sciences (Please refer to the following website.)
- <https://c.bureau.tohoku.ac.jp/homucomp/harassment/>

- **Off campus consultation service (T-PEC)**

- Counselor from outside the university (TEL : 0120-783-059)
- If you need to negotiate to resolve the issue, please contact the on-campus consultation services.

**We hope that your student life
will be fruitful in the future.**

We look forward to your
continued growth and
support you.

