

Addressing Harassment Concerns: Inquiries and Decisions during On-Campus Seminars and on-site Practical Training

[Legal assessment of the incident]

The behavior was legally problematic from a harassment perspective

Yes

No

The behavior was unacceptable

Yes

No

It negatively impacted personal relations and the workplace environment

Yes

No

[Decisions of harassment]

Possibly harassment

[Whom to contact]
*See separate document]

- Trainee at the same institution
- Student in the same year, senior student, friend, etc.
- Training instructor
- Section head at the training institution (head nurse, head technician, etc.)
- Subject teacher, class teacher
- Department head
- Harassment counselor
- Student counselor
- External consultation counter etc.

Not applicable at this stage

[Perpetrator]

- Training instructor
- Staff members at the training institution other than the instructor
- Patient or other individuals under your care
- Patient or other individuals under your care
- Family members of patients or other individuals
- Faculty members
- Staff members
- Other students, etc.

[Reference: Harassment Types]

[Type depending on nature and circumstances]

- (1) Power harassment
Individuals in a higher position, such as instructors, bosses, or senior students
- (2) Sexual harassment
Involving the use of sexual words or actions
- (3) Maternity harassment
Relating to pregnancy, childbirth, or parental leave
- (4) Customer harassment
Involving words or actions from patients, family members, or customers

[Classification based on contents]

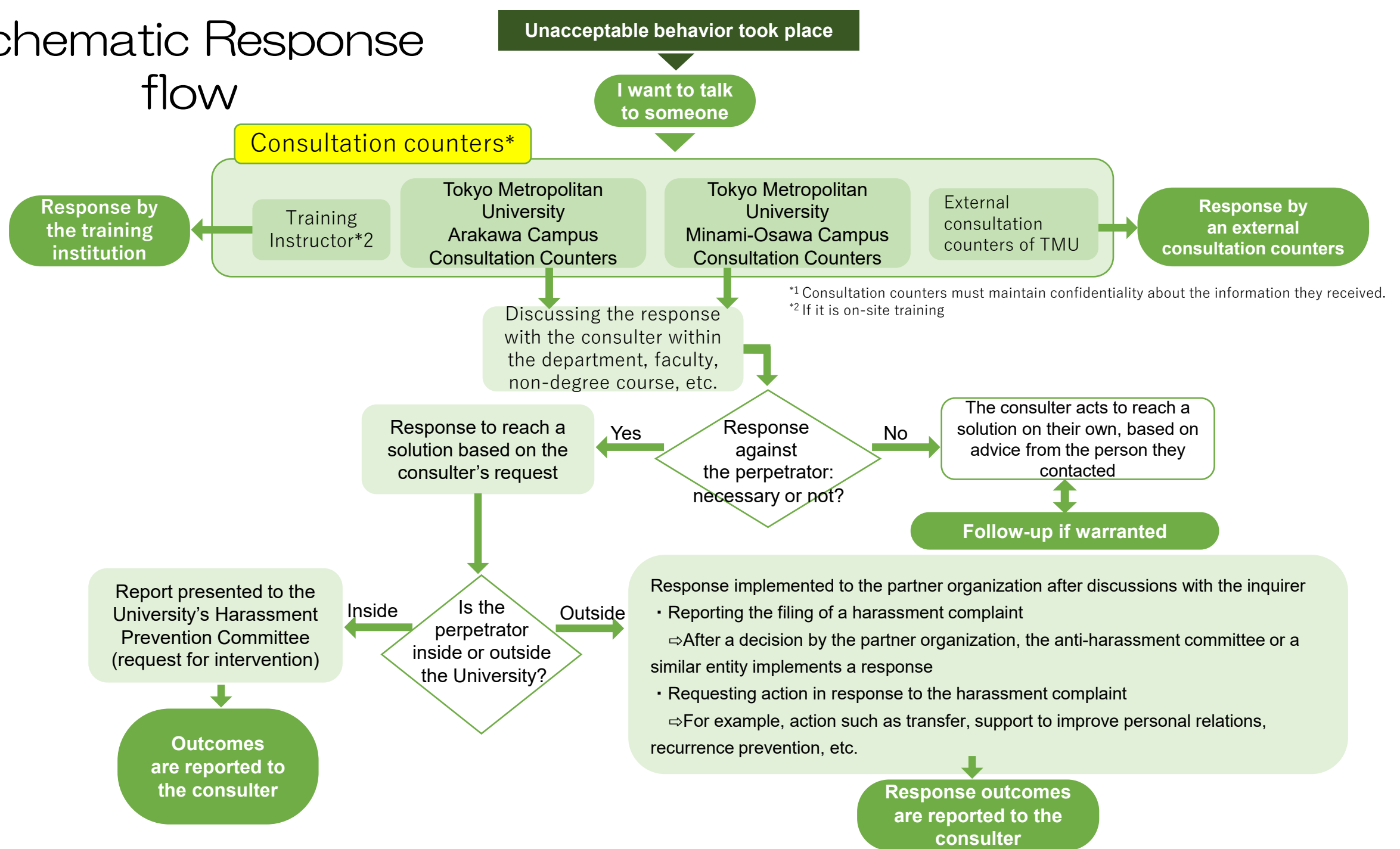
- The following categories apply when they exceed what is necessary and appropriate to complete relevant tasks (inappropriate considering the circumstances, ongoing, etc.)
- (1) Physical attacks
 - (2) Mental attacks
 - (3) Excessive demands (unfair evaluation)
 - (4) Insufficient demands (unfair evaluation)
 - (5) Exclusion from interpersonal relations
 - (6) Violations of individual rights

[Types of damage caused by sexual harassment]

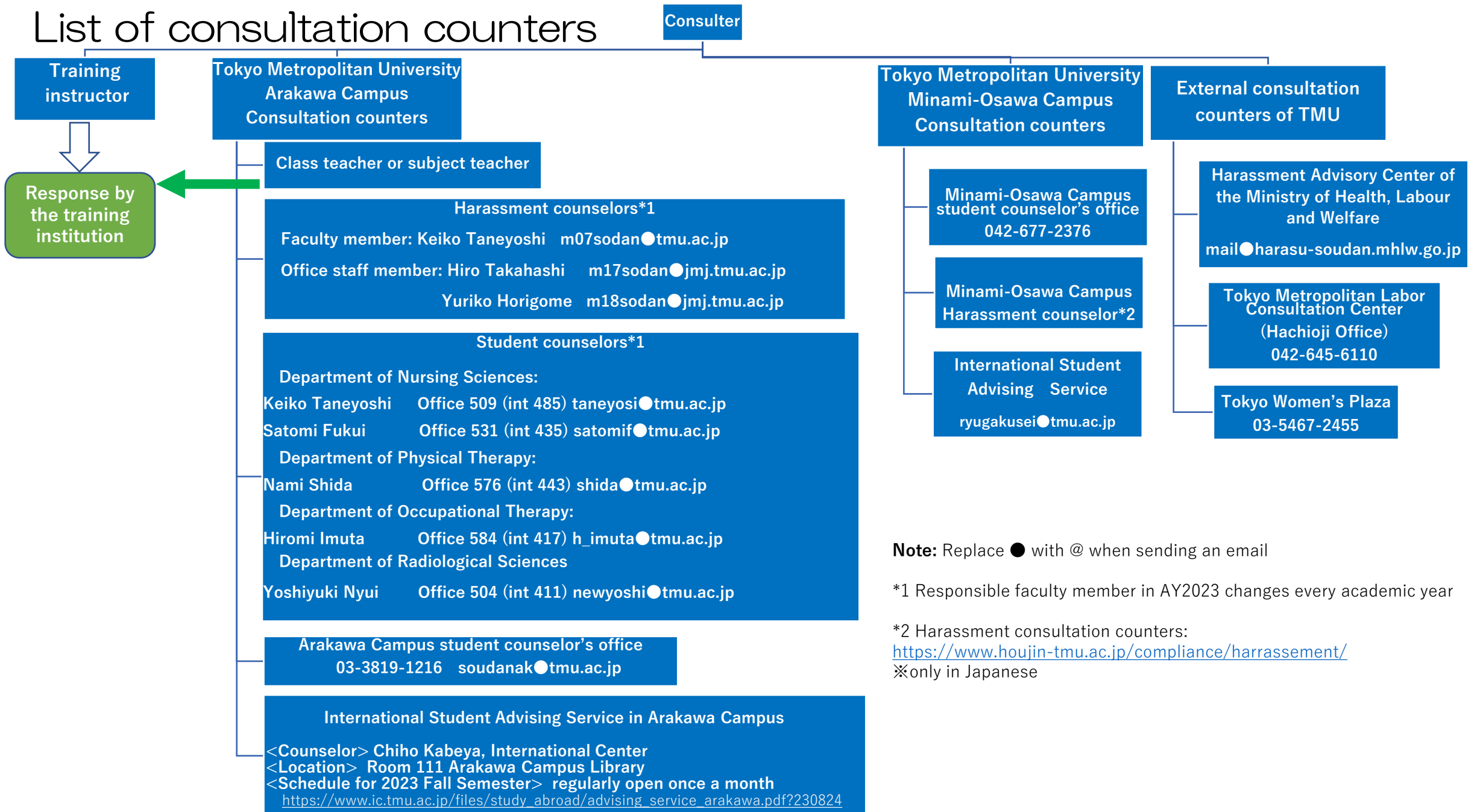
Compensation type: Disadvantageous evaluation or treatment
Environment type: An unpleasant environment is created, having serious negative consequences on performance

*Confidentiality rule: Anyone informed about the incident and intends to seek advice or report it must first obtain permission from the counselor. They should disclose the individual they wish to contact and what they intend to share.

Schematic Response flow



List of consultation counters



Note: Replace ● with @ when sending an email

*1 Responsible faculty member in AY2023 changes every academic year

*2 Harassment consultation counters:
<https://www.houjin-tmu.ac.jp/compliance/harrassement/>
 ※only in Japanese