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Nagoya University Harassment Prevention Declaration

Adopted October 16, 2001

Nagoya University in its "Academic Charter" states that the mission of the university is to contribute "to the well-being and happiness of humankind through research and education" and, in order to fulfill this mission, makes clear the fundamental objectives of social contribution, research and education.

Additionally, the "Fundamental Policy of University Management" guarantees the academic freedom of all instructors, employees and students, encourages each member proactively to participate in the ideals of the university and in the formulation and realization of objectives, and asks each member to contribute to the development of the university through their own constant efforts.

In supporting this form of university management, it is essential that all members of the university mutually recognize the equal individuality of other persons and mutually respect their freedoms and rights.

Daily activities in the university are undertaken in a venue blending individual relationships of mutual trust and collaboration based on supervision and direction.

However, in such a venue, there may occur violation of human rights such as sexual harassment and, so-called, academic harassment.

All members of Nagoya University must be fully conscious of this and strive to develop and maintain the good environment of the university.

Persons who have position and influence in the management of the university pertaining to educational and research activities are expected to achieve outstanding results and contribute to the university by effectively using such position and influence .

In particular, instructors have authority to educate, guide and assess students.

However, it is absolutely unacceptable to infringe the individuality and rights of persons who receive educational and research guidance and those who engage in work by abuse of this kind of authority and influence or by deviation from official duties.

In order to achieve the lofty mission of Nagoya University of contributing to the well-being and happiness of humankind, all members of the university enjoy freedoms and rights while simultaneously bearing obligations to maintain strict self-discipline in educational, research and employment activities.

On the other hand, victims of harassment may suffer not only great agony but also bear a heavy burden in terms of economics and health, such as requiring a long-time to return to everyday life.

That also causes the university as a whole to suffer a heavy loss.

This is because harassment retards the training of talented human resources, prevents instructors, employees and students from fully exercising their abilities

and, furthermore, leads to the destruction of the work, educational and research environment built-up by our predecessors in Nagoya University.

Above all, it is critically important for the university to create an environment that is free from harassment..

However, if harassment does unfortunately occur, the university, in order to promptly restore the rights of the victims and to return to a good environment, must make sincere efforts to resolve the issue by undertaking flexible yet appropriate responses such as by providing assistance to voluntary resolution by the parties, by arranging consultations with specialists or by organizing coordination and cooperation among concerned organizations.

Based on the sincere cooperation and strict self-discipline of all the members of the university, Nagoya University, as stated above, is committed to thorough prevention of harassment and to implement measures to address harassment.