

Harassment and Human Rights Consultation Flowchart

Consulting Party



On Campus and Off Campus*

Harassment counselor

Consultation

Human rights counselor

Use this service if you experience anything described below:

- Sexual Harassment, Sexual Violence, or related issues
Putting a person at a disadvantage or making a person feel uncomfortable by engaging in sexual behavior (including sexual violence) against his/her will, thereby harming the educational/research/work environment
- Pregnancy/Childbirth Harassment /Childcare Leave Harassment
Putting a person who became pregnant, gave birth, took childcare leave, or took nursing care leave at a disadvantage or making him/her feel uncomfortable by engaging in inappropriate behavior toward him/her, thereby harming the educational/research/work environment
- Academic Harassment
A person in a superior position in the context of education or research taking advantage of his/her position to engage in inappropriate behavior, guidance or treatment, thereby damaging a person's motivation to learn or conduct research, or the learning and research environment
- Abuse of Power
A person in a superior position in the context of work duties taking advantage of his/her position to engage in inappropriate behavior, guidance or treatment, thereby damaging a person's motivation to work or the work environment

If you experience any of the human rights violations described below:

- Unfair treatment, discrimination, bullying or harassment based on nationality, origin (hometown, alma mater, etc.), job, social position, ideology, creed or other factors
- The spreading of fabricated rumors about a person, or a rumor that may damage a person's reputation regardless of whether or not it is true
- The disclosure of a person's personal information
- Other human rights violations



*The off-campus consultation desk only accepts case reports, not consultations.



Comprehensive Harassment (and related issues) and General Counseling Officer
(Chair of the Harassment (and related issues) Prevention Committee)

Harassment (and related issues) Prevention Committee
Resolving problems in cooperation with other counselors

Chief Human Rights Counselor
(Chair of the Human Rights Committee)

Human Rights Committee
Resolving problems in cooperation with other counselors

Harassment (and related issues) Management Committee
Investigating the facts necessary to resolve a problem



President
Recommending appropriate relief measures based on the results of the investigation*

Investigation Panel
Investigating the facts necessary to resolve the problem

* The appropriate committee will screen and consider each case. Disciplinary action will be decided according to KIT Disciplinary Regulations