

If you are a victim of human rights violations

Don't simply tolerate the situation— rather, be sure to reach out to either the on-campus or off-campus consultation desk as well as colleagues, supervisors, or someone you trust. Also, please be as specific as possible about the situation you are dealing with.

Consultation Desk

We have on-campus and off-campus consultation desks. You are free to choose which one you'd like to contact. Please contact either of the following.

* Please note that information will be shared between both desks to ensure an appropriate resolution.

Off-campus contact : Law firm

Toranomon Chuo Law Firm – Lawyer in charge of off-campus human rights counseling for Nihon University

Tel **03-3591-3793**

Weekdays 13:00 – 16:00

* Schedule is subject to change.

e-mail **nu-gakugai-jinken@torachu.com**

* Please note that we may not be able to respond immediately to telephone inquiries during hours of operation.

* Off-campus desk does not provide legal consultation by attorneys.

On-campus contact : Office of Compliance

Tel **03-3221-2562**

Tue and Thu, 10:00 – 13:00

* Schedule is subject to change.

e-mail **jinken@nihon-u.ac.jp**

Please see the below website for details such as hours of operation and consultation flow.

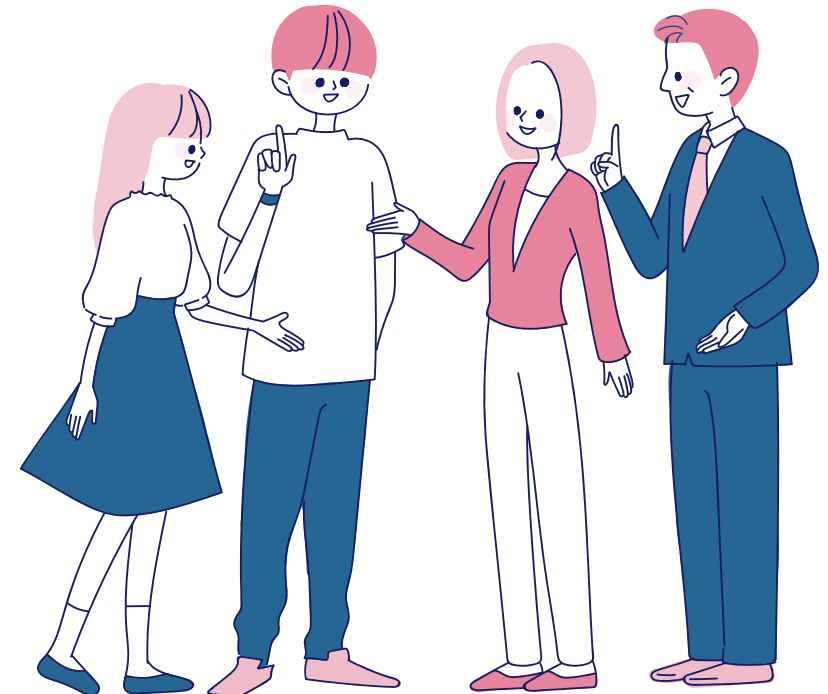
https://www.nihon-u.ac.jp/about_nu/effort/human_right/information/ Search



Key consultation points

- First, please talk with us either by phone or email. (Interviews must be booked in advance.) If you have any preference regarding the contact person, please let us know when you reach out to the consultation desk.
- You may contact us anonymously, but for specific assistance, we will need a face-to-face meeting, therefore we will ask your name.
- The consultation will be conducted in Japanese only.
- If contacting us by phone, please do your best to provide us with your phone number.
- ❖ In principle, we will consult with the person subjected to a human rights violation.
- ❖ The Human Rights Counseling Room will listen to both sides in an interview from a third-party perspective, and endeavor to reach a solution while respecting the wishes of the consulting party.
- ❖ Depending on the content of the consultation, we may have related departments, schools, faculty, or offices take over efforts to reach a solution, after contacting the consulting party.

Reach out to us if you are worried about harassment.

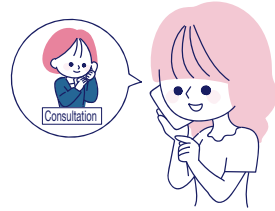


Nihon University does not tolerate human rights violations!

The Human Rights Counseling Room makes it easy to seek advice

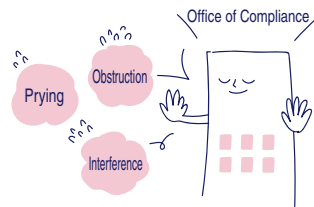
We have permanent consultation desks both inside and outside the university

In addition to Nihon University's designated off-campus law firm, a Consultation Desk is set up within the Office of Compliance, and both coordinate closely. Also, we have a Human Rights Counseling Room to meet with victims of human rights violations and accept their requests for consultation and relief. During the interview, human rights advisors (professional staff such as lawyers, doctors) will confirm the facts of the case and work to resolve the problem.



The office is independent from other departments inside and outside the university

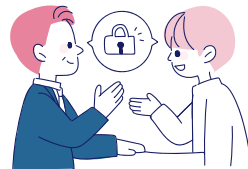
Our human rights violation prevention and resolution system is free from any interference, either from inside or outside the university. The Office of Compliance, which handles administrative tasks, is also independent of the various divisions within the institution. This means that you will not be subject to the scrutiny of other departments regarding the content of your consultation, nor will investigations be obstructed.



When offering human rights counseling, we promise the following

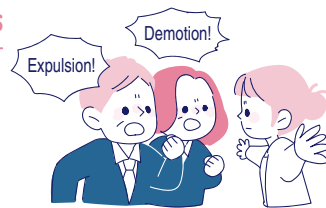
Strict confidentiality is maintained

The staff of the consultation desks and the members who work to resolve the issue have a duty to protect the privacy and confidentiality of those involved. We will not accommodate requests from concerned parties or superiors to disclose information.



You will not be disadvantaged by having reached out to us

The university prohibits adverse actions (e.g., expulsion, dismissal, demotion, etc.) towards those who reach out to our counseling service or cooperate in confirming the facts, and if anyone engages in such conduct, they will be severely punished.



We will respond promptly and appropriately in accordance with laws and regulations

When human rights violations are confirmed in the university, we shall take appropriate measures to ensure consideration for the victims, take action against the offenders, and prevent recurrence, in accordance with laws and regulations.

Please talk to us if you experience any of these problems

Academic harassment

The act of a person in a superior position in an educational or research setting who harms the school environment through inappropriate and unnecessary behavior, instruction, or treatment.



- Being spoken negatively about your abilities or personality.
- Being subjected to abusive language for a prolonged period of time.
- Even if you seek advice, you are denied it for no reason.
- Lectures or other guidance sessions continue until late night beyond the extent necessary.

Example

Sexual harassment

Unwanted sexually-suggestive physical or verbal conduct making a person feel uncomfortable, and causing certain advantages or disadvantages, or negative impacts on school or work environment.

(This refers not only to acts by men directed at women, but also acts by women directed at men, and acts targeting a person of the same gender.)



- Being demanded to engage in companionship or a sexual relationship with insinuations that your credits or evaluation will be affected.
- Being persistently asked to dine together or go on a date.

Example

Discrimination, bullying, slander, etc.

This refers to discriminatory words or actions on the basis of race, place of origin, nationality, gender, sexual orientation, gender identity, etc. It includes not only statements made to a person directly, but also statements made on social media.



How to avoid causing human rights violations

Even if the person engaging in the above forms of harassment did so without meaning much by it, such conduct hurts the victim's feelings and can have long-lasting effects. Be sure to put yourself in the other person's shoes and act in a way which is considerate toward them.