

## Harassment Prevention Declaration

Tokyo University of Agriculture and Technology (TUAT) hereby declares that it will create the educational, research and employment environment required to become a university whose campuses are free of the discrimination and bullying injurious to individual dignity and academic freedom.

TUAT has extensively revised its existing systems for preventing harassment and specifically guaranteeing that all those at TUAT are respected as individuals, as well as ensuring their right to study, conduct research and work in an environment where they can be at ease. We are preparing new guidelines and establishing the Harassment Prevention and Response Committee based on those guidelines as specified in the rules for harassment prevention and responses. In addition, we have set up specialized harassment consultation offices to offer advice regarding sexual, academic and other forms of harassment. These offices will serve as an intermediary when complaints are submitted to the committee. Expert harassment counselors at the offices will provide a compassionate ear to people subjected to harassment, assess their distress and states of mind, and offer advice about guidelines for future actions and measures for obtaining support. As counselors, they will fully take privacy into account when providing counseling and handling the mediation of grievances submitted. They will also consult with teachers who have been asked about harassment and submitting grievances as well as with other concerned parties.

Everyone at TUAT is obliged to respect the points of view of others and to avoid damaging interpersonal relations and personal dignity. Particularly in the fields of education and research, anyone in a position of leadership that abuses the power of their role, intentionally or not, betrays the trust of those receiving guidance, at times damaging the freedoms and rights to education and research of students. Please recognize that this sort of academic harassment can constitute a violation of human rights, and strive to create a good environment for education, research and work.

TUAT considers harassment a serious issue. Malicious harassment will be treated with a strict attitude and may be considered grounds for disciplinary actions such as dismissal or expulsion. Individual department heads are responsible for implementing specific policies and measures.

I strongly urge everyone at the university to read the guidelines regarding harassment prevention and responses—available on the university website and other locations—and to use the response flow chart and rules as references to change their ways of thinking and as guidelines for conduct.

Hiroyuki Ono  
President  
Tokyo University of Agriculture and Technology