

Regulation on the Prevention of Sexual Harassment, Etc.
at the Public University Corporation, The University of Aizu

Article One

(Objective)

1.1 The objective of this REGULATION, in accordance to the provisions of Article 31 of the Ruling Concerning Office Regulations for Personnel of the Public University Corporation, The University of Aizu (hereinafter referred to as “PERSONNEL OFFICE REGULATIONS”), is to determine necessary matters concerning the prevention of sexual harassment, etc.

1.2 Filing of complaints and consultation concerning sexual harassment, etc. and an internal committee, etc. for the prevention of sexual harassment shall be in accordance with matters provided for separately.

Article Two

(Definitions)

2.1 For the purpose of this REGULATION, definitions of the terms listed in the following items shall be in accordance with the provisions of each item.

- (1) “Sexual harassment” refers to sexual language and behavior on the part of personnel which causes other personnel, students or related persons to feel uncomfortable, and sexual language and behavior on the part of students or related persons which cause personnel to feel uncomfortable.
- (2) “Personnel” refers to faculty members, administrative personnel, technical personnel, part-time personnel, etc.
- (3) “Students” refers to undergraduate students, graduate students, research students, trainees, etc. studying at the University.
- (4) “Related persons” refers to students’ guardians, individuals related to the work duties of relevant companies, etc. (excluding personnel and students.)
- (5) “Sexual language and behavior” refers to language and behavior based on sexual interest and desire, including language and behavior based on perceptions that roles should be differentiated according to gender, irrespective of whether it occurs on or off the University campus.

Article Three

(Responsibilities of Personnel)

3.1 Personnel shall comply with this REGULATION and endeavor to prevent sexual harassment, etc.

Article Four

(Responsibilities of the Chairperson)

4.1 The Chairperson must endeavor to establish and maintain a favorable education and research environment free of sexual harassment at the University.

Article Five

(Prohibition of Unfair Treatment)

5.1 The Chairperson and personnel, when a complaint/consultation is filed regarding sexual harassment, must not treat personnel or students, etc. cooperating with investigations concerning that complaint or otherwise responding appropriately to

sexual harassment in an unfair manner.

Article Six

(Disciplinary Measures)

6.1 Personnel engaging in sexual harassment, depending on the circumstances, etc. may be subjected to disciplinary measures for engaging in discreditable behavior or behavior, etc. inappropriate for personnel.

Article Seven

(Miscellaneous Provisions)

7.1 Other than provided by this REGULATION, necessary matters concerning the prevention of sexual harassment shall be determined separately by the Chairperson.

Additional Provisions

1. This REGULATION shall be enforced as of April 1, 2006.