

The Japanese version is the authoritative version, and this English translation is intended for reference purposes only. Should any discrepancies or doubt arise between two versions, the Japanese version will prevail.

July 11, 2000

University of Tokyo Council

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## Declaration on the Prevention of Sexual Harassment at the University of Tokyo

### <Declaration>

All members of the University of Tokyo shall possess a strong awareness of the need for essential equality among each individual and respect for their dignity. From this perspective, the University of Tokyo declares its determination not to allow sexual language or behavior that makes others feel uncomfortable and to also pay thorough consideration and make tireless efforts to prevent such language and behavior, as we seek to build a suitable environment for a university as a place of education and research for academic pursuits.

### <Basic Philosophy>

Not only is sexual harassment (language and behavior that makes others feel uncomfortable) an unpleasant form of behavior, it also has the potential to infringe upon the rights of others. There is no inherent hierarchy, superiority or inferiority of the genders. However, it is a fact that there are many differences between individuals, such as what each individual considers to be “comfortable” or “uncomfortable.” Other than faculty, staff, and employees, universities are composed of students as well, and for this reason there are unique power relationships within universities that differ from those in the general public. In order to maintain and develop an academic, research and working environment that is appropriate for a university, it is imperative to ensure that all members of the University of Tokyo fully recognize the above perspective, possess a correct understanding of the true equality among individuals irrespective of position, and maintain a strong awareness of the need for mutual respect between individuals regardless of their gender, sexual orientation or gender identity.

### <Code of Conduct>

1. Correctly understand sexual harassment.
2. Make concrete efforts to prevent sexual harassment in accordance with the Ethical and Systematic Guidelines.

3. Promptly and bravely implement rigorous measures when a problem arises.
4. When a problem arises, members of the University other than the directly-involved parties shall show understanding and cooperate.

< Structure for Prevention >

1. We will establish organizations such as the Harassment Prevention Committee and implement university-wide prevention measures and awareness-raising activities.
2. We will establish the Harassment Counseling Center, and offer numerous locations for students to make consultations.
3. We will establish a complainant-oriented system for the handling of complaints.