

# Harassment and Human Rights Consultation Flowchart



## On Campus and Off Campus\* Consultation

### Harassment counselor

If you experience any of the situations described below:

- Sexual Harassment  
Putting a person at a disadvantage or making a person feel uncomfortable by engaging in sexual behavior 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

### Human rights counselor

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.



**Chief Harassment Counselor**  
(Chair of the Harassment Prevention Committee)  
**Harassment 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 Management Committee**  
Investigating the facts necessary to resolve a problem

Report (upward arrow)

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

Report (downward arrow)

Report (downward arrow)

Establish (leftward arrow)

Report (rightward arrow)  
Recommending necessary measures

**Investigation Panel**  
Investigating the facts necessary to resolve the problem

Establish (downward arrow)

Report (upward arrow)

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