

Ibaraki University
Respecting Diverse Sexual Orientations
and Gender Identities Basic Principles,
Basic Policies and Guidelines

December 2022

Ibaraki University

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I. Ibaraki University's Basic Philosophy of Respect for Diverse Sexual Orientations and Gender Identities

According to the Charter of Ibaraki University, the university's fundamental philosophy is stated as follows: "In addition to cultivating human beings who are generous, highly ethical, and sociable and who seek after truth, Ibaraki University strives to achieve the creation, accumulation, systematization, and transmission of "Knowledge." The university offers diverse educational programs and facilitates high-level research, contributing to world peace, the welfare of the human race, and coexistence with nature. And it reforms itself so that it can respond to changes in society."

Based on this philosophy, Ibaraki University's Code of Conduct mandates that "Ibaraki University will respect diverse cultures and values, as well as the opinions, personalities, and privacy of individual students." In order to achieve a diverse society, Ibaraki University is committed to providing an educational and working environment in which all students and faculty members are respected and can fully demonstrate their individuality and abilities. To this end, we are working to ensure that all students, faculty, and staff are shown respect, regardless of age, gender, nationality, disability, sexual orientation, gender identity, or other factors.

Under this policy, all members of our university recognize diversity and rights related to "sexual orientation," "gender identity," "social expression of gender," and "physical sexual characteristics." Our aim is to eliminate prejudice, discrimination, and harassment, and become an educational institution where each person can showcase their strengths with peace of mind.

To realize these efforts in concrete terms, we have established a basic philosophy and a basic policy based on the philosophy. We have positioned these as among the most important issues to be addressed by Ibaraki University as a whole, and the members of Ibaraki University will abide by these basic principles and basic policies.

II. Basic Policy

○ We respect the diversity of each person's sexuality.

We respect the diversity of sexual orientation, gender identity, social gender expression, and physical sexual characteristics of all members.

○ We respect self-determination.

We respect the individual's right to decide whether or not to disclose information on sexual orientation and gender identity, and aim to realize an environment for study, research, and employment that is free from unjustified infringement by others.

○ We prohibit discrimination and harassment.

We respect diversity and equality and will prevent and eliminate discrimination and harassment on the basis of gender.

○ We actively work to promote understanding among all members.

We will provide the necessary information, raise awareness, and develop a consultation system to promote correct knowledge and understanding of diverse sexuality.

- We provide a safe and secure environment for study, research, and employment.

We will work to create an environment in which all members can study, research, and work with peace of mind, regardless of their gender identity. We will remove, to the extent reasonable, any obstacles to study, research, and employment that may be caused by an individual's gender identity through appropriate processes such as constructive dialogue and consensus building.

III. Guidelines for Respecting Diverse Sexual Orientations and Gender Identities at Ibaraki University

The guidelines outline the fundamental responses to ensure Ibaraki University is a university that respects diversity.

In responding, it is important to respect the differences and diversity of everyone. The starting point is to consider what kind of response every individual wants.

The first step in creating a safe and anxiety-free environment for everyone, regardless of their biological, social, sexual orientation, and gender identity, to study, research, and work, is to think about what can be done rather than providing special treatment to specific individuals.

Ibaraki University has established these guidelines to ensure that all members of the university respect and support each other. We are committed to creating an environment that values the diversity and rights of each and every individual.

I. Promotion of understanding of gender diversity

Due to the lack of knowledge and understanding about diverse genders, many casual remarks can unintentionally hurt others. We will continue to engage in public relations activities to widely promote the university's efforts. Additionally, we will provide many opportunities for both students and faculty to deepen their understanding of diversity.

We will not only promote the understanding of diverse genders but have also set up a counseling center on campus and have posted on our website contact information for Ibaraki Prefecture's counseling centers, to ensure that those who wish to seek advice have access to multiple resources.

2. Response to students

(I) Name and gender information and its management

① Use of aliases

By completing the prescribed procedures, students can use an alias that is different from their legal name in official documents from the time of enrollment. This also applies after graduation or completion of studies. In addition, if the procedure for discontinuing use is followed, the use of the alias name can be discontinued.

For details on the procedure, please refer to the "Ibaraki University Student Use of Maiden Name and Alias Requirements (Notice No. 82 of March 31, 2016, Revised Rule No. 5 of March 28, 2022)."

② Handling of gender information

The university will be flexible in allowing students to live their lives with the name of their choice and will not unnecessarily exclude or embarrass students because of their gender identity. The university will also avoid unnecessary distinctions between men and women, and will review gender-based practices, if any, as necessary, to ensure that no one is excluded or troubled because of their gender identity.

In addition, we will handle gender information with care to ensure that it is not made public in a way that is unintended by the person concerned.

If you have suffered a disadvantage due to the gender entry in the university roster or documents, you should report it to the person who prepared the roster or consult with the respective consultation office, depending on the nature of the disadvantage.

○ School registry

We cannot accommodate gender changes in the school registry etc., except in cases involving a legal change in the gender noted in a student's family register. In principle, gender information in the student registry must be handled by the office in charge of academic affairs and student affairs etc. and disclosed only to the minimum number of personnel.

○ List of names

As a rule, the gender column is excluded from lists of names distributed to students and posted on bulletin boards. In other situations where personal information, including gender information, is shared among faculty and staff, we will thoroughly inform everyone to handle all personal information, including gender information, with care.

③ Gender information on certificates issued by the university.

Gender will not be indicated on degrees and various certificates issued by the university, except for medical examination certificates and certificates issued by other institutions that require gender information on the designated form.

④ Statistical surveys and research

As a university, we may collect and analyze gender information to understand gender imbalances, differences in awareness or career paths, and to consider better policies and support. However, in principle we do not disclose gender information that identifies individuals. In cases where it is necessary to determine the ratio of men and women for statistical surveys required for research purposes, we recommend creating a free-response field for gender or creating categories such as "no response." If specific gender subjects are required for academic experiments, we will consider the necessity and thoroughly inform everyone why it is necessary during subject recruitment or experiment implementation.

(2) Regarding responses in classes and practical training

In classes and practical training conducted at the university, all students, regardless of their gender, will be respected. The university will provide an environment where students do not have their dignity violated or have difficulty in attending courses because of their sexuality or gender identity.

We will thoroughly inform everyone that information on sexuality is personal information, and that it is not unnecessarily disclosed, nor does it become unnecessarily apparent.

① Designation

We recommend that all members of the university use fair and equitable expressions such as "san" as a respectful way of addressing individuals, without being gender biased. This also applies to foreign language classes.

② On-campus practical training (physical education, experiments, agricultural training, etc.)

The university provides in physical education courses, through consensus built individualized support for students who, for various reasons, need special consideration along with students. Students who are concerned about gender groupings, rules for men and women, clothing, equipment, etc., should check the syllabus and, if necessary, consult with the Barrier-Free Promotion Office.

We are also considering the possibility of conducting on-campus practical training without being bound by conventional practices, etc. and without having to group students or make rules by gender. If there is the inevitability of gender bias in practical training, we will be sure to mention it in the syllabus.

③ Practical training involving overnight stays

For accommodations used for off-campus training that involves overnight stays, in most cases the rooms and bathrooms are separated for men and women. However, we will be flexible to accommodate students' requests for use of the facilities.

④ Off-campus training (educational training, internships, etc.)

Students who wish to seek the consideration and understanding of their training sites regarding the handling of gender information, clothing, changing rooms, etc. during off-campus training should consult with the Barrier-Free Promotion Office or the teacher in charge of the practical training in advance. We will explain our policies and considerations to the training site and will make every effort to be flexible in our accommodation of requests.

⑤ Changing rooms

In the future, we will work to improve the school environment by installing private changing rooms that can be used by all students regardless of their gender identity. Until such time as these facilities are in place and operational, fitting boards will be installed in multipurpose restrooms as an example of temporary measures, so that visitors can use them. However, the number of multipurpose restrooms on campus is limited, and they are used by many people, so please be considerate when using them.

⑥ Studying abroad

Not all study abroad destinations will understand students' concerns about gender identity. There are wide differences in the understanding of and approach to sexual diversity due to religious and cultural differences. It is important for students who require consideration for gender information or clothing choices to give due consideration to the selection of their study abroad destination.

At our university, we strive to explain our policies and considerations to the host institutions in response to the requests of our students and ask for flexible responses.

(3) Student Life

① Periodic health checkups

Regular health checks are scheduled for students, with the scheduled dates generally separate for men and women. However, there are also times when anyone can receive a checkup. In addition, individual checkups are also possible upon request. Please note that we may not be able to prepare for individual checkups on the day of the checkups, so please be sure to contact us before the day of the checkup. Please contact the Health Service Center in advance if you wish to have an individual health check or if you have any other concerns.

② Multipurpose restrooms

The university's multipurpose restrooms (barrier-free restrooms) are designed to have a large space for wheelchairs. People using the multipurpose restrooms are not questioned about disabilities or gender identity. If you have difficulty using gender-specific restrooms, please feel free to use these restrooms. Fitting boards may be set up in multipurpose restrooms so that they can be used as changing rooms. Please refer to the Barrier-Free Map for locations of multipurpose restrooms (barrier-free restrooms).

https://www.ibaraki.ac.jp/uploads/bfm_2020.pdf

③ Lockers

The facilities for extracurricular activities in Mito and Hitachi include locker rooms, shower rooms, and other facilities. Currently, they are separated for men and women, but in the future, we will work to improve the study environment by installing private locker rooms that can be used by all genders. Until the new facilities are in place and operational, fitting boards will be installed in the multipurpose restrooms (barrier-free restrooms) so students can use the boards for changing.

④ Student dormitories

The university's student dormitories are divided into men's and women's sections, and apart from a few exceptions, facilities such as toilets, bathrooms, showers, and washing machines are shared. Each student is assigned their own individual room, but some of the dormitories are in older buildings, and the facilities may not always meet your needs. Please keep this in mind when deciding whether to move in. Prior consultation is available, so please do not hesitate to contact the consultation desk.

(4) Employment and Career Support

Companies have various rules and conditions when it comes to accommodating and maintaining an inclusive environment for individuals with diverse sexual orientations. It is important to research and investigate such rules and conditions well in advance.

If you encounter any difficulties or want to discuss any concerns regarding your gender identity during job hunting, internships, or other career choices, please consult with the Barrier-Free Promotion Office or the Career Center. They will collaborate with the Career Center to respond to your needs and preference.

3. Support for Faculty and Staff

(1) Management of name and gender information

Handling of gender information

Ibaraki University has established the Ibaraki University Personal Information Protection and Management Regulations to ensure the proper handling of personal information.

Gender information will be handled with care to ensure that it is not disclosed in a manner that is unintended by the parties concerned.

(2) Periodic health checkups

Individual examinations are available upon request. However, if such a request is made on the day of the health check-up, it may not be possible to make the necessary arrangements. If you have any questions or concerns about individual medical checkups, please contact the consultation desk or the following sections in advance:

Mito campus: Labor Group, Personnel and Labor Affairs Division
Hitachi campus: General Affairs Section, Faculty of Engineering
Ami campus: General Affairs Section, Faculty of Agriculture

(3) Response during recruitment

Recruitment is based on the suitability and abilities of applicants (including academic achievements for faculty positions), and judgments for non-selection will not be made based on gender identity.

(4) Multipurpose restrooms

The university's multipurpose restrooms (barrier-free restrooms) have a large space for wheelchairs. People using the multipurpose restrooms are not questioned about disabilities or gender identity. If you have difficulty using the men's or women's restrooms, please use these restrooms. Fitting boards can be set up in multipurpose restrooms so that they can be used as changing rooms. Please refer to the Barrier-Free Map for locations of multipurpose restrooms (barrier-free restrooms).
https://www.ibaraki.ac.jp/uploads/bfm_2020.pdf

(5) Changing rooms

The university has separate changing rooms for men and women, apart from a few facilities. Depending on the condition of the facilities and equipment, it may not always be possible to meet all requests. If you need individual assistance in changing clothes, please contact the consultation desk.

The university is planning to install fitting boards (changing tables) in multipurpose restrooms so that students can change their clothes even in multipurpose restrooms.

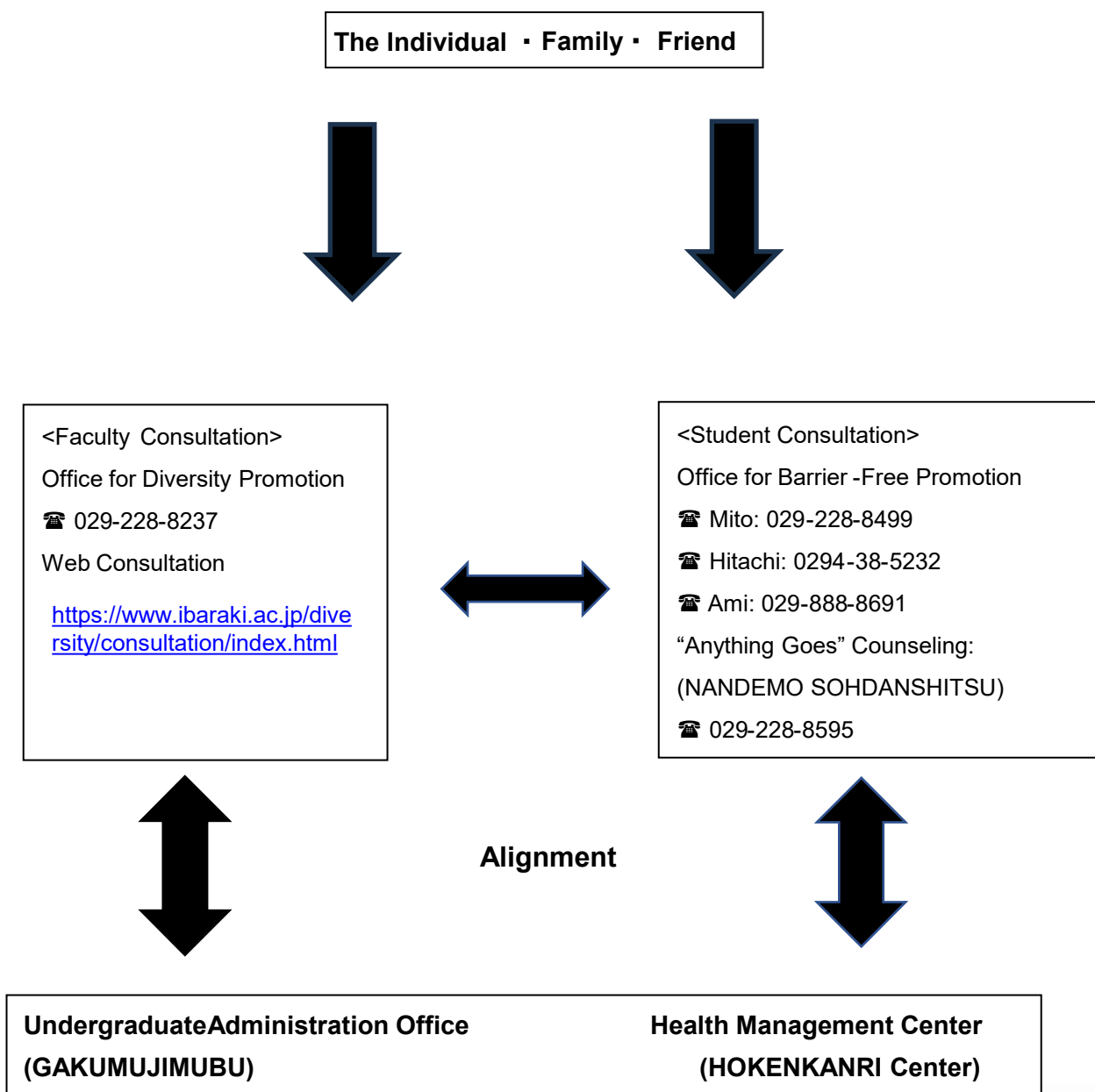
4. On-campus consultation services

Students who are struggling with their own sexuality or gender identity can seek consultation at the Barrier-Free Promotion Office or the Anything Goes counseling service. (“NANDEMO SOHDANSHITSU”) If you have any problems with faculty, staff, or students at the university, such as lack of understanding about various gender identities, or feelings of discrimination or disadvantage, feel free to consult with us. Of course, confidentiality is guaranteed, and your concerns will be kept secret and confidential.

Faculty and staff are encouraged to contact the Diversity Promotion Office as needed to further promote a greater understanding of diversity as part of the creation of a comfortable working environment.

If you have witnessed harassment based on others’ sexuality, or if you have been confided in by others about their sexuality but are not sure what you can do to help, you can also consult with us.

Depending on the nature of the consultation, we may need to confirm with the person involved and coordinate with other consultation services within the school, with the person’s consent. Please do not hesitate to consult with us. We are here to support you.



5. Harassment

The university respects diversity and equality and will prevent and eliminate discrimination and on the basis of gender.

Furthermore, it is explicitly stated that any "sexually oriented words or actions" constitutes sexual harassment, regardless of the sexual orientation or gender identity of the victim. Expressions or attitudes that include contempt, discriminatory attitudes, or disgust towards an individual's gender identity may be considered harassment. The problem with harassment related to diverse gender identities is that it is often carried out in a light-hearted manner, due to a lack of awareness that the behavior constitutes harassment, and due to mistaken knowledge or preconceptions. For example, expressions such as "manly" or "womanly" can become a cause or background of sexual harassment.

In addition, it is necessary to pay sufficient attention to comments related to marriage, body shape, appearance, clothing, etc. Please also refer to the "Ibaraki University Guidelines for Harassment Prevention, Relief, and Countermeasures."

In addition, information about an individual's sexual orientation, gender identity, and other personal information is extremely private. The disclosure of such information by others without the consent of the individual (outing) may be considered power harassment.

6. Outing

(1) What is outing?

The act of disclosing a person's sexual orientation or gender identity to a third party without the person's consent, such as by talking about it without permission or posting it on social media, is called "outing."

(2) Prohibition of outing

"Outing" done out of prejudice or discriminatory thinking is an absolutely unacceptable behavior. Even if it is done with the intention of improving the situation of the person involved, it can unintentionally cause harm to them. It is important to confirm the extent to which the person is disclosing information and wishes to disclose their identity and respect their wishes. Alternatively, please consult a confidential counseling service.

Outing can be a serious violation of personal rights, privacy rights, freedom of choice, etc., depending on the situation, and may require intervention by the police, the judiciary, and other authorities.

7. Coming Out

(1) What is coming out?

”Coming out” is a shortened form of ”coming out of the closet”. Literally translated, it means ”coming out of the closet”, which refers to sharing a personal secret that one has not previously made public. This personal secret could relate to various aspects of one’s life, such as birth or medical condition, but it can also include revealing information about one’s sexual orientation or gender identity. Conversely, the state of not having come out yet is often referred to as being ”in the closet” or ”closeted.”

(2) Prohibition of forced coming out

It is a serious decision to come out about one’s sexual orientation etc., and some people feel great anxiety and risk in doing so. Coming out is not something that can be easily done and should only be done at the individual’s discretion, timing, and desired level of disclosure.

No matter how close the relationship, it is not acceptable for people around anyone to force them to come out (to reveal their sexuality).

(3) Response to difficult situations

If you are considering coming out about your sexual orientation or gender identity but are unsure how to do so, or if you have been approached by someone who has come out and want to talk to someone about it in confidence, you can consult with a professional within the university who is bound by confidentiality (such as a clinical psychologist or psychiatrist). Please contact the consultation office.

8. Appendix

(1) Ibaraki Prefecture Consultation Service

Ibaraki Prefecture has established the ” Ibaraki Prefecture Consultation Office for Sexual Minorities” to address the concerns and worries of sexual minority individuals, their families, and those who interact with them at schools, companies and elsewhere, and to promote solutions and alleviate their anxieties and worries. For more information, please visit the Ibaraki Prefecture website at <https://www.pref.ibaraki.jp/hokenfukushi/fukushi/jinken/soudan.html>

(2) Glossary of terms

Sexuality can be classified in many ways, such as sexual orientation, gender identity, biological sex, and social sex, among others. These classifications have varied over time and may continue to change diversely. There is a concern that naming each classification may lead to stereotypes in how people perceive them. However, it is necessary to reach a common understanding to promote a society that respects the diversity of everyone's sexuality and allows us to live together in harmony.

Sexual orientation and gender identity are not things that can be chosen or changed at will, nor corrected or treated. It is important to respect this as a matter of personal dignity. To better understand each other, here is a summary of the terminology related to various genders.

Sexual orientation	<p>Sexual orientation refers to the gender(s) that a person is romantically or sexually attracted to. The nature of sexual orientation varies from person to person. Some people are attracted to individuals of a different gender (such as a man attracted to a woman, or a woman attracted to a man), while others are attracted to individuals of the same gender (such as a man attracted to another man, or a woman attracted to another woman), and some are attracted to individuals regardless of gender. Additionally, some people do not experience romantic or sexual attraction to anyone.</p>
Gender identity	<p>Gender identity refers to a person's perception of their own gender. Transgender refers to people whose biological/physical sex characteristics, and sex assigned at birth do not align with their gender identity. This can include cases where someone is biologically male, but identifies as female, or where someone is biologically female, but identifies as male. Some people also experience discomfort with their physical sex characteristics.</p>
LGBT	<p>「The term "LGBT" is an acronym for the following words and is commonly used as a general term for sexual minorities that is not limited to the following four categories:</p> <ul style="list-style-type: none"> • Lesbian: A woman who is attracted to other women. • Gay: A man who is attracted to other men. • Bisexual: A person who is attracted to both genders. • Transgender: People whose biological sex, physical sex characteristics, and sex assigned at birth do not align with their gender identity.
SOGI	<p>SOGI is an acronym for Sexual Orientation and Gender Identity, taking the first letters of each phrase. This term does not specifically target individuals with a certain sexual orientation or gender identity, but rather is an inclusive term for all individuals.</p>

Created based on "Collection of corporate case studies on workplace environments where diverse human resources can play active roles - case studies on efforts regarding sexual minorities -" (Ministry of Health, Labor, and Welfare, 2020).