

PA TALK

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HARASSMENT

IN THE WORKPLACE

PRESENTATION BY ALYSSA & ELLE



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INTRODUCTION

To clarify, these labels of harassment are not definitive.

They are to help serve as conceptual ideas to recognise and ground people's worries or experiences.

Individual experiences do not need to fit into the boxes of these labels in order to be determined as harassment.

Harassment can come from coworkers, other ALTs and even students.





POWER HARASSMENT .

(パワー)パワハラ

Power harassment is when someone in a position above you treats you in a way that they feel they can get away with because they are in a superior position.

Oftentimes this means being unpleasant or confusing without breaking rules, but can include violence too.



POWER HARASSMENT .

(パワー)パワハラ

POWER HARASSMENT CAN COME IN ALL KINDS OF FORMS, SUCH AS, BUT NOT LIMITED TO, THESE EXAMPLES:

BEING HIT OR KICKED

BEING TREATED AS IF YOU'RE INCAPABLE

Especially in front of others

BEING YELLED AT FOR MISTAKES

Especially when it is not constructive and may be within earshot of others

BEING ASKED ABOUT PERSONAL MATTERS

Such as when submitting leave

BEING GIVEN LOTS OF WORK

Especially right before the end of the day or with a short deadline.

BEING IGNORED AND/OR OSTRACIZED

Being consistently spoken to dismissively or using microaggressions



SEXUAL HARASSMENT •

(セクシャル)セクハラ

Sexual harassment is harassment of a sexual nature that can offend, humiliate, intimidate, or violate the victim.

There are both physical and non-physical forms and it is not limited to a specific gender or sexual identity.

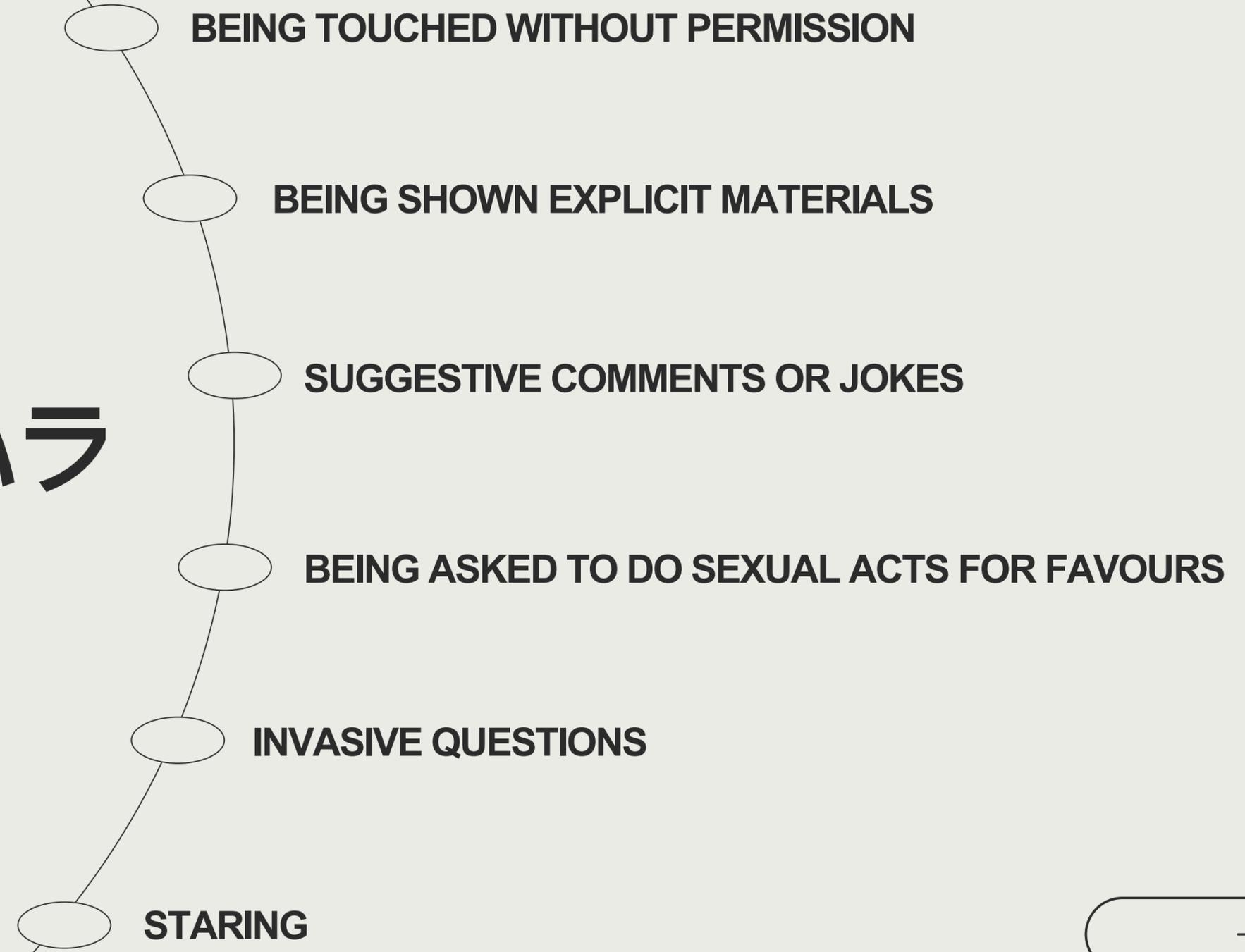
This can also come from adults or students alike.



SEXUAL HARASSMENT .

(セクシャル)セクハラ

SEXUAL HARASSMENT CAN COME IN ALL KINDS OF FORMS, SUCH AS, BUT NOT LIMITED TO, THESE EXAMPLES:



MORAL HARASSMENT •

モラハラ

Moral harassment is similar to power harassment, but does not rely on a power imbalance and may occur between equals.

It is primarily psychological in nature, and is akin to non-physical bullying one might experience in school.



MORAL HARASSMENT •

モラハラ

MORAL HARASSMENT CAN COME IN ALL KINDS OF FORMS, SUCH AS, BUT NOT LIMITED TO, THESE EXAMPLES:



WORK HOUR HARASSMENT •

ジタハラ

This type of harassment may be rarer for JETs, as we have contract-set hours and times, but that doesn't always help.

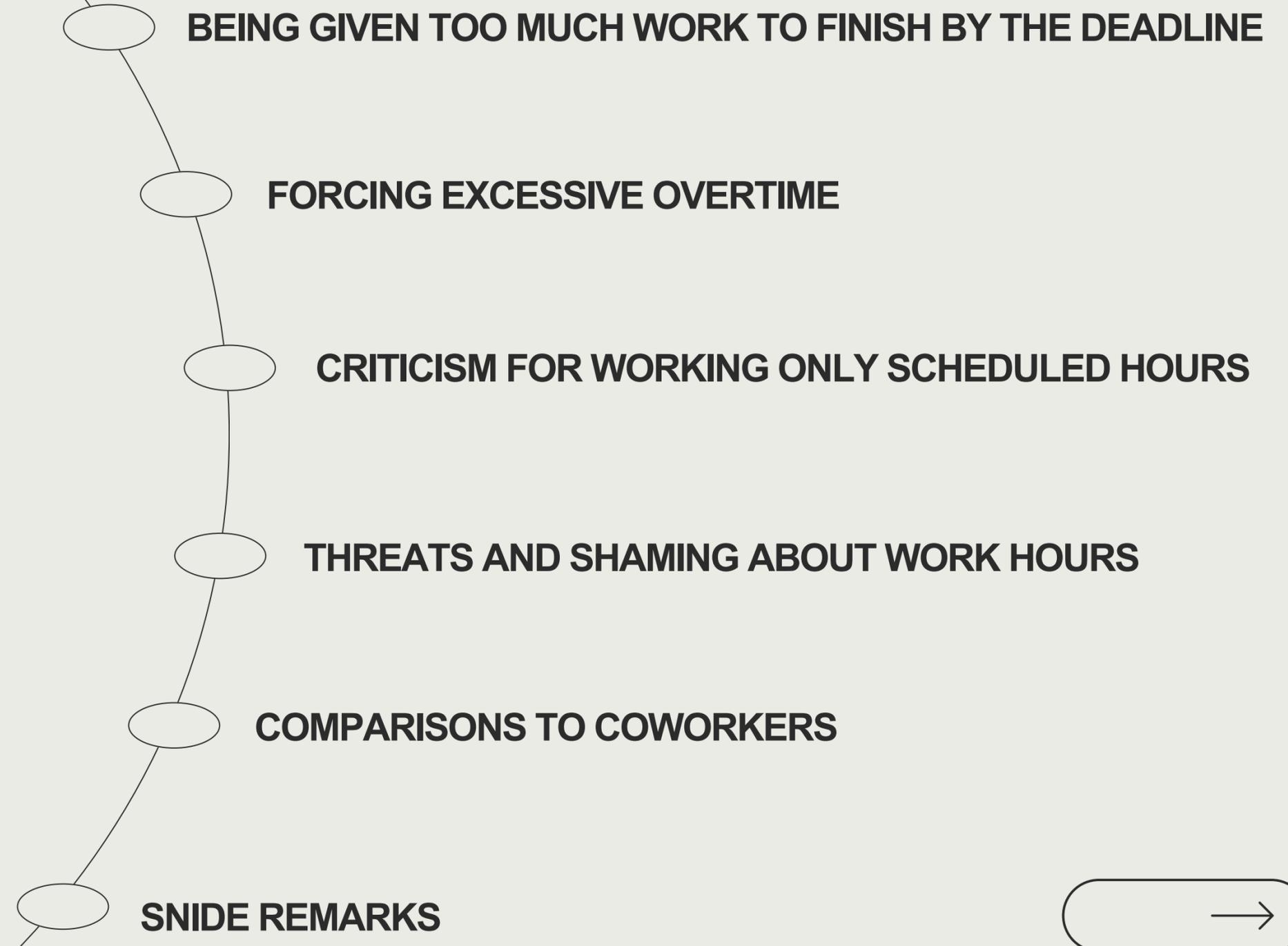
Work hour harassment is where a superior prevents you from adjusting your work schedule to meet demands they have set or demands they are aware you have to meet.



WORK HOUR HARASSMENT .

ジタハラ

WORK HOUR HARASSMENT CAN COME IN ALL KINDS OF FORMS, SUCH AS, BUT NOT LIMITED TO, THESE EXAMPLES:



OTHER TYPES OF HARASSMENT

There are plenty of different labels of harassment. These can fall under the ones mentioned previously, or be a little different.

There is not a label to coincide with every experience or classification, so it is important that in any circumstance to draw attention to your experience and discuss it.

MATERNITY HARASSMENT ・ マタハラ

Maternity harassment is not an uncommon experience for those who are pregnant in the workplace. Such as an indifference from superiors towards a pregnant employee's physical condition, and other unfair treatment because of pregnancy.

CHILDLESS HARASSMENT (子無しハラ)

Harassment of a person for not having children.

MARRIAGE/LOVE HARASSMENT (マリハラ、ラブハラ)

Harassment of people for not being in a relationship or married.



RECOGNISING HARRASSMENT

It is important to understand how to recognise harassment.

Sometimes this can be determined by duration, consistency or even intensity.

However, in every circumstance, it is important to always be aware of how it makes you feel and question whether it is okay. Getting advice from others can help.



WORK HOUR HARASSMENT

Sometimes a one-off to work 'over-time' does not fall under this label. Consider whether this is consistent as well as uncompensated to make up for the over worked time.



SEXUAL HARASSMENT

Only one instance of this harassment is grounds to discuss and bring up any concerns. This does not have to be consistently put up with to be deemed harassment.



POWER & MORAL HARASSMENT

it is important to consider different cultural and societal views regarding this harassment. Even if it is due to a cultural difference, if it is making you uncomfortable, make sure to bring it up.

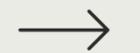


HARASSMENT FROM STUDENTS

Harassment can also come from students, and how to deal with this can be different than from adults.

If a student says something offensive to you, sternly tell them it is not appropriate and walk away. Inform their teacher, particularly if it is a reoccurring issue.

If it is not dealt with by the teacher, do not hesitate to escalate it to another teacher, your BOE, or the PAs.



WHEN SHOULD YOU ACT OR SEEK HELP?

ALWAYS.

Harassment very rarely gets better on its own.

Please prioritise your wellbeing.

Speaking to a close friend or the PAs can help you work through the situation.

The PAs can also help you mediate with your school if requested. Asking a trusted Japanese person for their opinion can also give you cultural perspective.

If you are being made uncomfortable, it is your right to ask that the situation be addressed.





GASLIGHTING

Be aware of gaslighting.

When you mention behaviour that makes you uncomfortable, some people may try to make you feel as if it is somehow your responsibility to tolerate such behaviour. Sometimes it is intentional, sometimes the other person is just unaware.

YOUR EXPERIENCE IS NOT INVALID JUST BECAUSE OTHERS HAVE HAD DIFFERENT SUBJECTIVE EXPERIENCES.





BEING CHARITABLE

Being considerate of when someone might not be intentionally harassing you is important. Not everyone who is unpleasant means to be that way.

However, this does not mean you must tolerate it just because they don't mean it.

If someone is harassing you in any way, it doesn't matter whether they mean it or not. If someone is making you uncomfortable, it is ok to tell them that.



WHAT DO YOU DO WHEN YOU DON'T KNOW WHAT TO DO?

Please reach out to the Nagasaki Prefectural Advisors.

We are here to support you and provide resources and advice.

All correspondence is kept confidential and no action is taken unless expressly requested.



THANK YOU
SO MUCH!

