

Workplace Harassment

A presentation by your PAs

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Introduction

- ❖ Cultural differences may be very apparent in the workplace and can cause friction in our work relationships.
- ❖ Mistakes you make as a new ALT are not grounds for unfair or unkind treatment.

The aim of this presentation: Awareness

Harassment Overview

- ❖ If your work relationships are causing you consistent distress, you may be experiencing harassment.
- ❖ Harassment may come from Japanese teachers, other ALTs, and even students.
- ❖ Types of workplace harassment
 - Power/Moral Harassment
 - Sexual Harassment
 - Other types of harassment

Power Harassment

パワハラ・pawahara

- ❖ By a person in a position of authority...
 - Being yelled at for mistakes.
 - Being treated as if you're incapable.
 - Being ignored/ostracized.
 - Being (intentionally) given too much or too little work.
 - Being asked about personal matters.

Moral Harassment

モラハラ・morahara

- ❖ By an equal/not a superior...
 - Insults and criticism.
 - Threats and shaming.
 - Invasion of privacy.
 - Unfair treatment or feedback.
 - Spreading rumors.
 - Isolation and discrimination.
- ❖ Especially with intent to have you feel guilty or in the wrong.

Sexual Harassment

セクハラ・sekuhara

- ❖ By anyone...
 - Being touched without permission.
 - Being shown explicit materials.
 - Suggestive comments or jokes.
 - Being asked to do sexual acts or favors.
 - Invasive questions.
 - Staring.

Other Types of Harassment

- ❖ Work hour harassment...
 - Being given too much work too close to deadlines.
 - Shaming/comments about work hours.
 - Comparison to other colleagues' work hours.
 - Badgering outside of work hours.
- ❖ Maternity Harassment
- ❖ Childless Harassment
- ❖ Marriage/Love Harassment

Harassment by Students

- ❖ Dealt with differently from harassment from adults
- ❖ Inform your supervisor or their homeroom teacher directly
- ❖ If it is a recurring issue, please escalate the issue to another teacher or the BoE
- ❖ If it goes unresolved, feel free to reach out to the PAs

When should I say something?

If you are experiencing distress by someone's treatment.

- Your supervisor
- The PAs
 - The PA email is confidential but checked by both PAs.
 - If you're concerned but not sure you're experiencing harassment, please reach out.
 - Emailing the PAs $\neq$ officially reporting.
- In most cases, no one will report your harassment without you taking action first.

Thank you for listening.

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Mental Health: nagasakijet.com/mental-health/

GIH Regarding Harassment: Ch 8.6 (Pg. 105)