

## Tama Art University Anti-harassment Statement

As an institution dedicated to achieving the highest levels of academic excellence and to graduating well-rounded, knowledgeable citizens of the international community, Tama Art University does not condone harassment in any form.

1. In its Founding Principles, Tama Art University commits itself to the spirit of free inquiry; declares its missions to be the pursuit of creative endeavors and academic research at the cutting edge of art, design, criticism, and theory, and the education of worthy creative heirs to the artistic traditions of the past; and lays out the basic philosophy that inspires the creative research and education programs designed to achieve those ends.

2. If the university is to remain true to its founding principles and philosophy, it is vital that all members of the university community treat one another as individuals with equal rights. Nothing is more essential than respect for the dignity of the person, for each individual's human rights and freedoms; for such respect underlies the ties of trust that bind the university community together, and it underpins the collaborative tasks in which its members engage within the university hierarchy. But precisely because the university guarantees diversity of values, it is also an environment where harassment can easily occur. All members of the university community, whether full-time faculty, part-time instructors, or students, have a duty to be fully aware of that fact and strive to maintain a healthy institutional climate.

3. Those in a position of authority and influence over the university's education and research programs are expected to make effective use of that position in making a contribution to the university community. It is simply not permissible behavior, however, to abuse that authority and influence, or deviate from one's professional duties, by infringing on the rights and dignity of any student who studies or conducts research under one or is otherwise under one's supervision, or of any individual who works under one's direction.

In accordance with the university's philosophy, all members of the university community are vested with full rights and freedoms; by the same token, they bear an equal obligation to exercise strict self-discipline in the pursuit of their educational, creative research, and professional activities.

Victims of harassment do not merely suffer serious distress; all too often they also bear a heavy burden psychologically, physically, and financially, and it can take them a long time to restore their lives to normal.

4. Harassment inflicts grave losses on the university as a whole, for it hobbles the development of promising young minds and prevents students and faculty from giving full rein to their abilities. It may even completely undermine the workplace and educational environment that has evolved over the years. For the university, the most important thing is to nurture a climate in which harassment does not occur in the first place. But in the unfortunate event that harassment does occur, prompt action must be taken to restore the victim's rights and provide redress, and every effort must be made to restore a healthy university atmosphere. Proper steps should be implemented swiftly and flexibly — by assisting the parties involved, making available professional advice, and working with relevant agencies — in a sincere effort to resolve the matter in good faith. It should also be kept in mind that indifference and lack of sympathy on the part of those around the victim can make the situation worse and delay resolution of the issue.

5. In light whereof, Tama Art University demands that all members of the university community exercise strict self-discipline and display good faith in their dealings with others, and it hereby pledges to take all steps to prevent harassment.

Chairperson, Board of Trustees, Tama Art University

President, Tama Art University

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