

Nagasaki University's basic ethos regarding the diversity of gender identity and sexual orientations of sexual minorities (LGBT+)

In the course of serving its role on the world stage as a "window to overseas," Nagasaki University has fostered a culture of tolerance to diversity. The University, which positions the promotion of respect towards diversity as a vital strategy for its sustainable development in the future, acknowledges the gender identity of sexual minorities (LGBT+) and the diversity and rights of sexual orientations, and has presented as a basic policy its efforts to eradicate prejudice and discrimination.

In accordance with this basic policy Nagasaki University aims to create true diversity, a state in which all students and staff can exercise their individual abilities to the full, and is pursuing initiatives in the preparation of study, research and working environments.



What does LGBT+ mean?

The letters LGBT stand for "lesbian," "gay," "bisexual" and "transgender," and this abbreviation is frequently used to denote sexual minorities. However, there are various other forms of sexuality and gender other than these four, and hence the University's guidelines add a plus sign to illustrate that there are sexual diversities that are not included in "LGBT" alone.



As something involving everybody

Not only sexual minorities but each and every one of us has his or her own sexual orientation and gender identity, combined in the term SOGI. Sexual orientation means who or what we are attracted to, and gender identity means how we regard our own gender. The large majority of people are sexually oriented towards the other sex (heterosexual) and their gender identity matches the gender with which they were born (cisgender). But not everyone is like this. These are the people described as sexual minorities.

The percentage of sexual minorities varies slightly from one survey to another, but is generally said to be between 6% to 9%. In the case of Nagasaki University, if we assume that 7% of the 3,200 staff and 9,000 students belong to a sexual minority it would mean 230 staff members and 630 students. These are hardly insignificant numbers.

Nagasaki University

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We are all different!

LGBT+ Guidelines

Nagasaki University
LGBT+
Inclusion Guidelines



Things you should know in order to respect each person's sexuality

1 What is "coming out"

The term "coming out" originates from the phrase "coming out of the closet," and describes the act of revealing to other people something that you had previously not made public. Coming out is sometimes accompanied by risks. Particularly when it exposes the person to discrimination by others it should be done cautiously. You must never coerce a person into coming out. It should always be done in front of those that the person wishes to know, at the time they wish, and entirely of their own volition.



2 What is "outing"

Telling other people about somebody's sexuality without their permission is known as "outing." The act not only of verbal revelation but passing on such information over the Internet and so on to large numbers of unidentifiable people is also outing. Even telling other people with the best of intentions because you think it will help improve the subject's situation can - in a society where SOGI are still liable to discrimination - end up unintentionally hurting them.



Examples of outing



Spreading rumors

Apparently A is gay!



Speaking under the impression that other people know

Well, he/she's transgender isn't he/she.



Speaking to people without the person in question's permission

I want to talk about B with you because she's a lesbian and has problems.



Coercive outing

Talk to this person because they understand about LGBT.



Words and actions of prejudice and so on against the constituent members of LGBT can also be considered as sexual harassment.

Examples of harassment



Denying the existence of LGBT.

Surely there aren't any LGBT working here?



Contempt, discriminatory thinking and aversion to LGBT.

(referring to the famous LGBT) "That guy's really creepy!"

Expressions of contempt or aversion to mainly gay and transgender people.

(making a hand gesture indicating homosexuality) and saying "So you're one of them!", or saying "They are gay," "looks so camp" "is a homo" or "is a fag/dyke."



Lacking consideration towards those who are not allowed to marry under law.

Why don't you hurry up and get married?



Failing to understand the fact that being LGBT is not the matter of personal taste but SOGI, and denying the personal worth of LGBT.

Lacking consideration towards SOGI diversity



(addressing a person who has come out as LGBT) "Don't cause me any trouble."

Consultation services and support system

Nagasaki University has established LGBT consultation services in two places, at the Center for Diversity and Inclusion and the Health Center. Both consultation services are staffed by one or two people well-educated in LGBT issues. They deal with consulting about LGBT mainly with students, faculty and staff, and their families. The two consultation services are in constant collaboration with each other. When it is judged that an issue would be difficult to solve at the consultation services alone, the staff will, with the permission of the consulter, collaborate with other places.

With regards to words and actions that violate our Harassment Prevention Guidelines, the Harassment Prevention Committee is also open to consultation.

Nagasaki University Harassment Prevention Guidelines

Nagasaki University's Harassment Prevention Committee was swift in incorporating in its Harassment Prevention Guidelines words or actions denying the existence of LGBT, and words or actions including contempt, discriminatory thinking and aversion towards them.

Nagasaki University Harassment Prevention Guidelines

<https://www.nagasaki-u.ac.jp/ja/campuslife/life/advisement/check/guideline/index.html>



Center for Diversity and Inclusion QR code

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Health Center QR code

☎ 095-819-2211

http://www.hc.nagasaki-u.ac.jp/counseling/counseling_guide



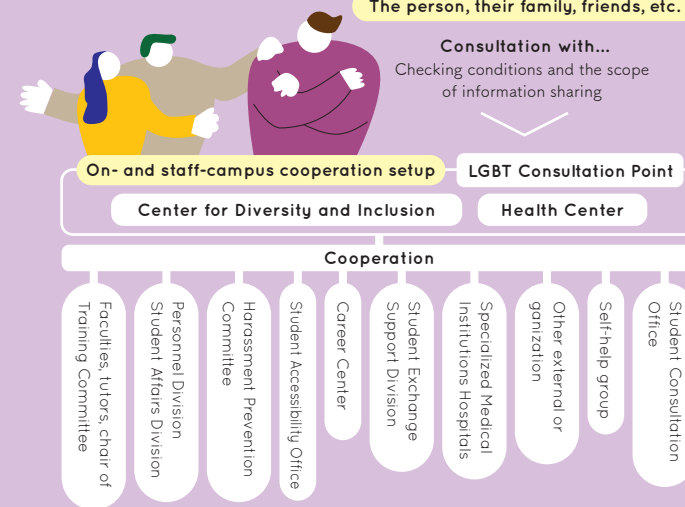
Nagasaki University Harassment Prevention Committee QR code

<https://www.nagasaki-u.ac.jp/ja/campuslife/life/advisement/check/index.html>



The person, their family, friends, etc.

Consultation with...
Checking conditions and the scope of information sharing



Initiatives pursued by Nagasaki University

1 On-campus facilities

There is a changing space and toilets for use by any gender in the Center for Diversity and Inclusion. Check using the QR code for the location of other facilities on the campuses.



2 Use of aliases

Those students who wish to use an alias must discuss the matter with the consultation services above, and then submit the prescribed application form. This can be done before entering the University. Based on an interview, a decision will be made regarding whether or not permission to use an alias will be given.

3 Handling of gender information

There are currently no columns to indicate gender in any of the name lists or documents produced by Nagasaki University. Furthermore, Nagasaki University notifies staff and is thorough in ensuring that there are no gender-based distinctions in teaching content, division of groups or use of equipment and tools, and that people are not unnecessarily called using gender-specific honorifics.

Organizations in Nagasaki

For more details please refer to the Nagasaki University LGBT+ Inclusion Guidelines QR code.

Nagasaki	Partners shoes	Official Nagasaki University circle. A group of people involved and their allies. Contact:		Twitter
	Take it Niji	An organization working for a society in which everybody, regardless of their sexuality, can easily live as they are. Organizes lectures, exchange events, film festivals and panel exhibitions. Web https://takeitniji.wordpress.com/about e-mail popopopotter@yahoo.co.jp		WEB