

Nagasaki University

Bunkyo Campus

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Center for Diversity and Inclusion

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We are all different!

LGBT+ Guidelines

Nagasaki University

LGBT+

Inclusion Guidelines

Vol.2

LGBT+ Guidelines Vol.2 Issued in March 2023



We are all different!

Everyone has different preferences and different gifts.
Everyone has a different sense of humor
and different movies to cry to.
Likewise, everyone has their own sexual orientation
and gender identity and expression (SOGIE).

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.

I Outline regarding LGBT+

What does LGBT+ mean?

A great many people have probably heard
of the term "LGBT" but how much do you
specifically know about it? 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
(Refer to P.14 for more details.). Therefore,
these 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.

How many people belong to the LGBT and
other sexual minorities? The LGBT+ Survey
2000 conducted by the PR firm Dentsu
arrived at the figure of 8.9%. 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.

II Initiatives implemented thus far at Nagasaki University

In the year 2019 Nagasaki University, with the Center for Diversity and Inclusion at the core of its efforts, stipulated "Nagasaki University's Basic Ethos Regarding the Diversity of Gender Identity and Sexual Orientations of Sexual Minorities" and "The Inclusion Guidelines Regarding LGBT and Sexual Minorities," and has endeavored to enable study in the best possible environment for the people concerned. In the academic year 2021 it was decided that the guidelines would be revised in order to gain the understanding of those other than the persons concerned with regard to LGBT and sexual minorities. What exactly does consideration towards sexual minorities consist of? It includes, for example, creating an environment in which they are enabled to be known by aliases other than the name on their family register, addressed with a gender-neutral prefix so they can live with being made conscious of gender, and do not suffer offensive words regarding SOGI (SOGI harassment) or outing. 'Outing' means revealing a person's SOGI without their consent, and SOGI harassment and

outing are stated as potentially being power harassment in the revised Act on Comprehensive Promotion of Labor Policies (commonly known as the 'Power Harassment Act') of 2020. Power Harassment countermeasures including these are made obligatory to companies under the Act. Nagasaki University's initiatives regarding sexual minorities were in fact conducted since a long time before. In comparison with other universities, Nagasaki University's Harassment Prevention Committee was swift in clearly stating in its Harassment Prevention Guidelines that words or behavior denying the existence of LGBT, words or behavior including contempt, discriminatory thinking and aversion towards them, and words or behavior denying their personal worth, in other words "matters relating to sexual orientation and gender identity," could be regarded as "words and behavior that amount to harassment." In order to create a better environment in which all people, regardless of SOGI issues, can enthusiastically pursue their education, research and work, the University has established guidelines and will continue to work still harder on the creation of a diversity environment.

Based on Nagasaki University's Basic Ethos, the following contents have been established as guidelines for responses.



III Consultation services

1 Consultation services

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. With regard to consultations, although there is a need for names, student and employee numbers in order to verify affiliation to the University, confidentiality is strictly observed, the privacy of those seeking consultation respected, and full consideration is paid to consultation with peace of mind. With regard to consultations arising from being hurt of suffering anxiety due to negative words against LGBT or prejudice concerning SOGI in the study, research or workplace, and consultation

by those who are not themselves the person concerned such as "somebody has come out to me but I don't know what to do," or "I know somebody who is in trouble but I don't know what I can do to help," it is possible to speak to the consultation services in the two locations indicated on P.6. 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 consuler, collaborate with other places. With regard to the use of aliases, notification will be made to the various departments and offices by the Center for Diversity and Inclusion. The time required to respond may differ according to the content of the consultations, but it will be able to use aliases after around two weeks (for more details students should refer to P.8).



III Consultation services

2 Support network

If you desire further support, support staff can refer you to a network partner on or off campus. We will first need to confirm the content and extent of information you are comfortable with our sharing with the network partner.



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

Welcome to a consultation service where it is easy to talk, regardless of the details

Center for Diversity and Inclusion

Bunkyo Campus

☎ 095-819-2889

Those wishing to consult are requested to either make an appointment in advance by email or come directly to the Center. Only the persons in charge of LGBT+ will see emails.

E-mail: omoyai_soudan@ml.nagasaki-u.ac.jp

WEB: <http://www.cdi.nagasaki-u.ac.jp>



WEB

LGBT Consultation Point

Health Center

Bunkyo Campus

☎ 095-819-2211

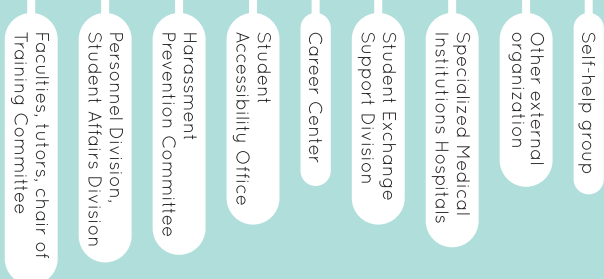
Those wishing to consult need to make an appointment in advance. Please refer to the website regarding how to make an appointment.

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



WEB

COOPERATION Referrals are made when appropriate and with the consent of the person in question.



Student Consultation Office

Bunkyo Campus

☎ 095-819-2106

E-mail: nandemo@ml.nagasaki-u.ac.jp

*The Harassment Prevention Committee also listens to consultations regarding speech etc. in violation of the Nagasaki University Harassment Prevention Guidelines. (Refer to P.17 for more details.)

Nagasaki University Harassment Prevention Committee

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



WEB



Consultation services III

◆ The consultation services will think together with you about how to proceed with the resolution of consultations such as the following.

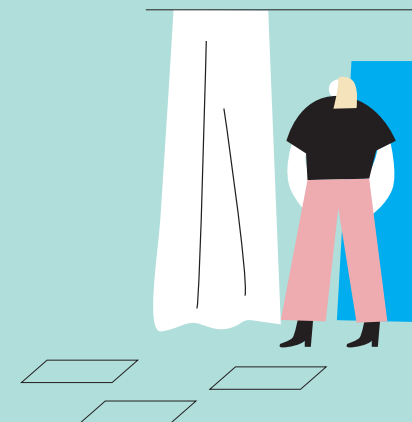
- Instead of the name on your family register I wish the name of my own choice to be used in university documents and when I am addressed during classes. What sort of procedures should I follow?
- I don't like being constantly advised by the seniors in my circle that "you should get a girlfriend." I want to carry on participating in the circle but I don't know who I should talk to. Where should I seek consultation?
- There is going to be a seminar using the university's research facilities but the rooms are allocated by males and females. I am X gender and feel uneasy whichever I am allotted. I want to discuss this with somebody.
- A friend of mine came out to me as being gay. I am troubled because I don't know how I should behave.
- In my everyday student life I am able to spend my time wearing the clothes of the gender I want to. I would like it to be the same during caring experiences and educational training. Where should I seek consultation?
- Job hunting activities will start next year. I usually wear clothes that don't emphasize either gender. I am anxious about whether I should wear a suit and style my hair in line with the name on my family register, or whether it will be all right for me to go to interviews dressed as I like. Where should I seek consultation?
- One of my colleagues in my workplace told other people that I live together with a person of the same gender without my permission, and I was shocked. It has made working difficult. Where should I seek consultation?

3 On-campus facilities

Changing facilities

The Center for Diversity and Inclusion (Bunkyo Campus) has changing facilities. You may use these facilities. Some campus toilets have fold-down changing boards. Please use them when changing your clothes. You can check the locations of these toilets on the Center's website.

We plan to install individual changing rooms in the future.



Toilets

The University has installed toilets that can be used regardless of gender. The location of these toilets is shown on the University's web pages below and the website of the Center for Diversity and Inclusion.



IV Use of aliases

Those students who wish to use an alias must discuss the matter with the consultation services listed on [P.6](#), and then submit the Application to Use an Alias. 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 (see flowchart below). If you have been diagnosed with gender dysphoria (sei doitsusei shogai in Japanese) and a family court has allowed you to change your legal name, support staff will process your application using a conventional Notification of Change of Name. It is important to think carefully about your application and the possible consequences, as you will be responsible for explaining why your alias differs from your legal name.

Once your alias is registered, it will appear in the student registry, on your student ID, on your diploma, and on other university-related ID documents (It is required under law that the name on your family register is used on teacher's licenses and tax

withholding certificates.). You can apply (using the designated form) to have your legal name printed on your diploma instead of, or alongside, your alias. Furthermore, regarding academic transcripts or other documents that the University may send to your parents or guardians, you can apply (using the designated form) to have your legal name printed on such documents instead of, or alongside, your alias. After you graduate or complete your course of study, the name that will appear on certificates or other documentation will be the one that was used to address you at the time of your graduation or completion. However, if the use of this name would cause you distress due to conflict with your gender identity or for some other reason, it may be possible to re-issue certificates under a different name. Please let us know in advance.

If you need proof that the university accepted, or that it once accepted, the use of your alias, we can issue you a document certifying this fact.

What students themselves need to do

Submit an Application to Use an Alias
Center for Diversity and Inclusion
Health Center

Attend an interview at the Center above
Check the desired content of the consultee and guidelines, then notify the Center for Diversity and Inclusion

The Director of the Center for Diversity and Inclusion creates an opinion statement, and notifies the President of the University and the school or faculty.

The President decides whether or not to permit use
*Note that the consent for the use of aliases may be decided upon in advance by the Dean

*Note the details of applications will be dealt with by only the restricted persons in charge. The obligation of confidentiality towards consultees and their privacy will be strictly observed.

The consultee will be notified by the person in charge of student affairs at the faculty of affiliation regarding whether or not the use of an alias has been permitted

In the event that permission for the use of an alias is granted, the student registry and other information of the Student Support Section, schools, faculties or graduate schools will be changed

V Privacy Issues

(the handling of sensitive information related to gender transition and/or gender identity)

Gender information listed in the student registry cannot be changed unless the person legally changes their gender. However, in order to avoid the publication of information about gender in a manner against the intentions of the person in question, Nagasaki University has made a review of the gender-based inscription of class member lists, medical examination reports, requests for the establishment of student bodies, attendance records, and requests to use accommodation or research

facilities. As a result the University has removed the gender column from these documents. As of 2021 there are no gender columns on the name lists and documents created by the University.

It should be noted that there is a column for selecting gender on the Scholar Net for completing the scholarship application forms of the Japan Student Services Organization (JASSO), but responses are optional.

Gender-specific forms of address

Even if printed handouts and notices are gender neutral, a person's gender information might still be disclosed against their wishes if an instructor addresses the person using a gender-specific title such as "Mr." or "Ms.," or with the Japanese suffix of "-san" (often used for women) or "-kun" (often used for men). At large-scale lectures and so on in particular,

in settings in which the gender identity of other people is not known, it is preferable that instead of saying 'he' or 'she' they are addressed using their surname and unifying the Japanese suffixes into either "-san" or "kun." When using the English language the use of "they" or "ze" should also be considered.(Refer to [P.18](#) for more details.)

Regarding the collection, analysis and publication of gender-specific statistical information (gender statistics)

With the objective of examining better measures and support as a university, we sometimes collect, analyze and publish gender-specific information about students in order to clarify any gender-related bias in the retention rate of students and employees, as well as any gender-based differences in awareness and academic and career paths. However, this is entirely statistical information that has been converted to numerical form and the University does not publish any gender-specific information from which individuals can be identified.

Commuter passes

Nagasaki University has requested the local train and bus companies in the vicinity of the University to enable the issuing of travel passes in the name of the aliases on students' ID cards. For more details please refer to the "Useful Information" on [P.23](#).

National ID number ("My Number")

When hiring someone on a short-term basis, Nagasaki University asks the person to submit copies of their national ID number ("My Number") documents. When submitting these documents, the person may cover the gender field so that it is not visible.

VI Classes

① Approaches during classes

Classes should be as gender-neutral as possible when it comes to things such as learning content, group assignments, and the use of equipment. You can find information on changing facilities in the section Ⅲ—③ of this Guidelines. For more details please contact the consultation services on P.6.



② Internship, field placement, etc. (teacher training, hospital internships, boat crew training, off-campus training)

In the case of internship, field placement, etc., the university cannot guarantee that the employer or school will fully accommodate your needs. However, for teacher training and other off-campus training, contact support staff to discuss the situation concerning clothing, toilets, changing facilities, and other gender-related matters. For more details please contact the consultation services on P.6.



VII Student Life

① Regular health checks

With regard to the regular health checks conducted by the University, it is possible to discuss in advance individual treatment where necessary. Please consult with the Health Center.

② Student residences: Hortensia and International House

Let us know your needs concerning student residences. For Hortensia (which is for students of the School of Global Humanities and Social Sciences), contact the Student Support Center (Gakusei Nandemo Soudanshitsu). For International House, contact the Student Exchange Support Division. We will do our best to accommodate your requests, but we cannot guarantee that they will all be met.

Student Support Center
(for Hortensia)
☎ 095-819-2106 (ext.2106)
E-mail seikatsu@ml.nagasaki-u.ac.jp

Student Exchange Support Division
(for International House)
☎ 095-819-2123
E-mail ryugaku_shien@ml.nagasaki-u.ac.jp

VIII Job-hunting Activities and International Exchanges

① Job-hunting and internships

If you have sexuality or gender-related needs in the context of career activities (e.g., job-hunting or internships), please contact the Career Center. The Career Center offers one-on-one career counseling to discuss your needs. At the Career Center it is possible to consult with specialist staff (or career counsellors) who have undergone regular training. In addition, the Career Center also gathers information on LGBT+-friendly companies.

Career Center consultation service
☎ 095-819-2101
E-mail syusyoku@ml.nagasaki-u.ac.jp
WEB <https://www.career.nagasaki-u.ac.jp/student/consultation/>



② Study abroad programs

Please consult with the Student Exchange Support Division regarding any needs related to student life or support in the context of study abroad. Program entrance criteria and conditions vary depending on the program organizer and partner institution; be sure to check these in advance. Although the University cannot guarantee that it will be able to comply with students' wishes, in the event that students want to study overseas and receive support, the Center for Diversity and inclusion will respond in collaboration with the Overseas Study Section.

Student Exchange Support Division
☎ 095-819-2123
E-mail ryugaku_shien@ml.nagasaki-u.ac.jp

IX LGBT+ Awareness Training for Faculty, Staff, and Students

① Support staff, faculty and staff

The university provides LGBT+ awareness training to all employees as part of our staff development programs. In addition, from 2022 onwards all faculty and staff will be obliged to undergo training in unconscious bias.

From now onwards, the staff who work at the Center for Diversity and Inclusion, the Health Center, the Student Support Division, the Career Center, the Harassment Helpline, and the Student Support Center (Gakusei Nandemo Soudanshitsu) will undergo thorough LGBT+ awareness training, thereby enabling them to make the most suitable responses.

② Students

The university plans to foster student awareness about problems experienced by LGBT+ people by conducting awareness-raising seminars and implementing classroom initiatives.

It is possible to see on the website the syllabus of courses raising the themes of problems experienced by LGBT+ people and other sexual minorities, and diversity, about which students can take classes at Nagasaki University.



X In order to think about the issue as one for everybody

① Commentary and thinking about words and phrases

What does LGBT mean?

Everybody has a gender that is physically apparent at birth, their own sexual orientation (what sort of people they are attracted to), and their own gender identity (which gender they see themselves as belonging to). The majority of people's gender identity matches the gender physically apparent at their birth, and their sexual orientation is to the opposite sex. Those whose physical gender and gender identity match are called "cisgender," and those whose sexual orientation is towards the opposite sex are called "heterosexual."

The term "LGBT" that has become frequently heard in recent years is a blanket term for

sexual minorities, the word "lesbian" indicating females attracted to other females, and the word "gay" indicating males attracted to men, lesbians and gays being "homosexual" in contrast to heterosexual. "Bisexuals" are those who are attracted to both sexes. In addition, those whose gender identity differs from their gender at birth are referred to as "transgender" in contrast to "cisgender." Transgender people include men who wish to live as women ("MTF" or "male to female") and women who wish to live as men ("FTM" or "female to men"). The term LGBT has been coined using the first letter of each of these groups.

What is SOGI?

As explained in the section "what does LGBT mean?" the nature of sexuality is a lot more diverse than most people realize. The four categories under the acronym LGBT are far from adequate in covering all the different categories of sexuality. The fact is that even among the majority who think that they are cisgender and heterosexual there is a diversity of natures. Imagine for example that somebody of the same sex is sitting next to you; do they look as though they have an identical "masculinity" or "femininity" to you? Even if you are attracted to the opposite sex, are you really attracted to exactly the same features?

Regardless of sexual majority or minority, since everybody has their own sexual orientation and gender identity this universal fact is referred to as "SOGI," taking the first

letters of these two terms. The term "SOGIE" is also sometimes used to incorporate the "E" of gender expression, the way in which some people choose to dress themselves. Looking at the example of LGBT, lesbianism, male homosexuality and bisexuality are sexual orientation issues, while transgenderism is a gender identity issue. In other words, gender identity does not always translate into an attraction towards males or females, and transgender MTF are not necessarily attracted to females. SOGIE is a term that casts the spotlight on the fact that all people, not just sexual minorities, are part of sexual diversity. What is important here is not to remember that there are various types of sexual minorities other than LGBT, but to make sure that everybody respects their own and other people's SOGIE.



X In order to think about the issue as one for everybody

Diverse sexual identities

The sexual identities mentioned here are just a small sample; they are in fact even more diverse.

Regarding sexual orientations

Lesbian	People whose gender identity is female and whose sexual orientation is towards females.
Gay	People whose gender identity is male and whose sexual orientation is towards males.
Bisexual	People whose sexual orientation is towards both males and females.
Questioning	People who cannot decide or understand their own gender identity or sexual orientation.
Pansexual	People whose attraction is towards diverse ways of sex regardless of whether their gender identity is male or female.
A-sexual	People who do not have any romantic feelings towards others.
Heterosexual	People whose sexual attraction is towards the opposite sex.

Regarding gender identity

Transgender	People who are physically male or female, and whose gender identity is either female or male regardless of sexual orientation People who are physically male but whose gender identity is female are called MTF (Male to Female) People who are physically female but whose gender identity is male are called FTM (Female to Male)
Nonbinary	People who do not feel that their gender identity belongs to either male or female categories
Queer	People who support a way of thinking that doubts the normality of any sexual category, or who adopt this way of thinking as their own identity
Cisgender	People whose gender identity is the same as their physical gender, regardless of their sexual orientation

In order to think about the issue as one for everybody **X**

Regarding physical gender

Intersex DSDs (Differences of Sex Development)

People whose bodies are split between "male" and "female" due to the circumstances of their chromosomes and hormones etc. Some of these people dislike the term "intersex," and the use of the expression DSDs is recommended.

Who are allies?

Allies are people who understand about sexual minorities and support them. Those who just listen to sexual minorities and their families, and accept their feelings are allies. They sometimes display the fact that they are allies by using or displaying

six-color rainbow goods, or wearing them. Let's all become an ally and help in creating a world in which nobody suffers prejudice, and everybody can lead their lives as they are and in the ways that best suits them.



What are coming out and outing?

◆ 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. Many things such as one's own illness and parentage or step-parentage are included, and two of these are gender identity and sexual orientation. Coming out

is sometimes accompanied by 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.

X In order to think about the issue as one for everybody

◆ What to do if somebody comes out to you

What should you do if somebody comes out to you? If somebody comes out to you it is proof that the person in question trusts you. Of course you may be surprised when it is something unexpected to you, but it is important that you first of all accept the feelings of the person who comes out to you and treat it in a positive manner. Even if it is something quite "normal" and unsurprising to you, and you are a person who would treat all people fairly regardless of whether they come out or not, the act of coming out is one that can be made only to people a person trusts, and it demands great courage. It is therefore vital that you feel grateful for being told, and that you let the person know that this is how you feel. If somebody comes out to you it does not necessarily amount to a confession of some sort of

romantic feeling towards you. It is essential that you think that somebody coming out to you and the harboring of romantic feelings are two totally separate matters. If somebody has romantic feelings towards you but you do not share the same feelings simply tell them so.

In the event that somebody's coming out to you leads you to feeling at a loss as to what to do, and it's a burden you cannot bare alone, first of all check with the person who has come out about who else they have told or discussed the matter with, and seek consultation having elicited the permission of the person. Alternatively, talk to one of the consultants who is obliged to maintain confidentiality. Please contact the consultation services on P.6.

◆ 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.

In the event that you are outed by somebody, do not try to solve the situation yourself but consult with the consultation services on P.6. Outing is stipulated under law as being a form of power harassment, so depending on the circumstances the intervention of the police or the courts may be necessary.

Examples of outing



Speaking to people without the person in question's permission

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.



Spreading rumors

Apparently A is gay!



Speaking under the impression that other people know

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

In order to think about the issue as one for everybody X

② 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.



Examples of harassment



Contempt, discriminatory thinking and aversion to LGBT

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



Denying the existence of LGBT

Surely there aren't any LGBT working here?



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."

Source: Nagasaki University Harassment Prevention Guidelines

[3] Words and actions that could be regarded as harassment
(3) Relationships of prejudice regarding sexual orientations and gender identity



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

X In order to think about the issue as one for everybody

3 Guide to expressions

Within the verbal expressions that we use without thinking everyday lurks gender- and sexuality-based prejudice and discrimination. It is not easy to realize this fact. Moreover, from their very outset words make a distinction between male and female, and it is often difficult to find an expression that is gender-neutral.

Nonetheless, even if you yourself have no malicious intentions those words can upset the people they are directed at. It is important to pay close attention to the other person's expressions and attitudes. Why not try to be a little more aware of how you use words, and become able to use expressions that are kind to anyone?

◆ Expressions to be avoided, expressions to be incorporated

Let's try to use ways of addressing people that avoid the emphasis of gender, implicate superior-subordinate or senior-junior relationships, or a bias towards one gender.

Expressions to be avoided

Separate use of the Japanese suffixes "kun" and "san" (which generally indicate gender)

Separate use of the English Mr./Ms.

Separate use of he/she

Separate use of he/she in English

Various expressions for "husband" and "wife" (of which there are very many in Japanese, including some suggesting women's place is in the home) such as goshujin, okusan, dannasan, yome and so on

"Kikoku shijo" (children returning from overseas)

Expressions to be incorporated

Use only the suffix "san" regardless of gender.

Check with the person about how they wish to be addressed. In the UK there is the gender-neutral prefix of Mx.

Check with the person about how they wish to be addressed. If you know the person call them "XX san." If referring to somebody you don't know use an easily understood description of one of their features, e.g. "the person in the white shirt," or an expression including both males and females such as "karera" ("they/them") (when written, in the Japanese phonetic syllabary as the Chinese characters include the character for "he").

In recent years in the English-speaking world the plural expression "they" is used.

Partner, otsureai or companion, haigusha or spouse etc.

Kikokusei "student returning from overseas"

In order to think about the issue as one for everybody X

◆ Try checking your own expressions

Try checking before you speak, before you send mail, before you write.

- ☐ Are there any gender-biased expressions?
- ☐ Are there any stereotyped images according to gender, race, ethnicity or disability etc.?
- ☐ Or implying senior-junior or strength-weakness- based relationships?
- ☐ Have you used any unnecessarily different expressions according to gender, race, ethnicity or disability?
- ☐ Will your words convey what you want to the other person without being biased by your own image?
- ☐ Are you listening to the words of the person talking to you without being biased by your own image?

◆ If you feel "Oh dear, I wonder if this expression is OK?"



Ask the person

Try asking the people around you











In the event that you realize an error in your speech or behavior, honestly reflect upon the matter and apologize.



Please consult with the Center for Diversity and Inclusion
☎ 095-819-2889

1 On-campus and off-campus organizations and other universities' initiatives

Here we introduce organizations and events regarding LGBT+ and sexual minorities in the Kyushu, Kanto, Kansai and Chubu regions.

Location	Organization	Support services	WEB
Nagasaki	Partner's shoes	Official Nagasaki University circle. A group of people involved and their allies. Twitter:@partners_shoes Instagram:https://www.instagram.com/diversity__nagasaki_u/ E-mail:partners.shoes2020ngsk@gmail.com	
	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. E-mail:popopopotter@yahoo.co.jp	
Fukuoka	Rainbow Soup	Rainbow Soup is an NPO that promotes awareness about sexual minority rights in Fukuoka and elsewhere in Kyushu.	 Inquiry form available
	FRENS Fukuoka Rainbow Educational Networks	FRENS is a network that provides safe spaces; participates in the International Day Against Homophobia, Transphobia, and Biphobia; organizes seminars; and provides counseling services. Tel:080-9062-2416 (Sundays, 17:00-21:00)	 Inquiry form available
	GID LINK Gender Identity Disorder LINK	GID LINK is a support network for people with gender dysphoria, as well as their families, friends, schools, and local communities. The network organizes seminars and workshops.	 Inquiry form available
Oita	SOGIE (LGBT) Support Team Kokokara!	The team supports people struggling with issues related to sexuality. It also conducts awareness-raising activities.	 Inquiry form available
Kumamoto	Kuma Niji (Rainbow)	Kuma Niji aims to make Kumamoto a better place for sexual minorities. It lobbies the government and organizes public study sessions, workshops, seminars, and exhibitions.	 Inquiry form available
Kagoshima	Rainbow Port Himawari (Sunflower)	Rainbow Port Himawari is a support network for LGBT people. Tel: 0993-24-5055 E-mail:life-support@ibutake.com	 Inquiry form available

Location	Organization	Support services	WEB
Tokyo Yokohama	Waseda University Gender and Sexuality Center (GS Center)	Provides students with a variety of activities, support and information. Has published its Support Guide for LGBTQ+ and Ally Students.	
	International Christian University (ICU) Center for Gender Studies (CGS)	Publicizes research regarding sexual minorities.	
	Occur	Occur is an NPO based in Setagaya-ku in Tokyo that supports gay and lesbian citizens. Tel:03-3380-2229 (Tuesdays, Wednesdays, and Thursdays (except public holidays)), 20:00-22:00 E-mail:occur@kt.rim.or.jp	
	ReBit	ReBit is an NPO that runs training programs for private- and public-sector employees.	 Inquiry form available
	Rainbow Community coLLabo	Rainbow Community coLLabo is an NPO that supports lesbians and other sexual minorities who identify themselves as women. Tel:03-6322-5145 (First Saturday of the month, 13:00-15:00)	
	Place Tokyo	Place Tokyo is an NPO that seeks to create a community in which people with HIV/AIDS can live self-affirming lives. It provides counseling services, holds workshops and other events, and dispatching instructors. (Person-to-person interview appointments) Tel:03-3361-89648964 (Monday-Saturday, 12:00-19:00)	
	SHIP	SHIP is an NPO that supports sexual minorities such as homosexuals and those with gender identity disorders. It holds events, provides counseling services, and runs a library. (SHIP Hotline)Tel:045-548-3980 (Thursdays,19:00-21:00) (Counselling appointments)Tel:045-306-6769	

Location	Organization	Support services	WEB
Tokyo/ Osaka	Nijihiro (Rainbow colors) Diversity	Nijihiro Diversity is an NPO that holds seminars, workshops and other events; it runs skill-development training programs, conducts research and sells merchandise.	 Inquiry form available
Osaka	QWRC Queer and Women's Resource Center	Opened in April 2003, QWRC is a resource center for LGBT+, others with diverse ways of living, and those close to them. QWRC provides a meeting space, holds seminars and other events, promotes awareness, and provides counseling over the phone. E-mail: info@qwrc.org	 Inquiry form available
	Nijihiro (Rainbow colors) Hotline	Run by Tondabayashi City's Center for Human Rights Awareness, Nijihiro Hotline is a general incorporated association that aims to eliminate discrimination and encourage respect for human rights. The organization helps organize educational events about human rights, and operates a hotline. Tel: 0721-20-0285 (First, second and third Saturday of the month, 10:00-15:00)	 Inquiry form available
Nagoya Japan-wide	PROUD LIFE	PROUD LIFE is an NPO that promotes diversity awareness in Nagoya and elsewhere in the Tokai region. It operates a hotline and supports the setting up of self-help groups. (Rainbow Hotline) Tel: 0120-51-9181 (Mondays, 19:00-22:00)	
Japan-wide	gid.jp Association for People with Gender Dysphoria	gid.jp provides support for people with gender dysphoria, raises awareness about gender dysphoria and trans rights, conducts research, lobbies government, and promotes opportunities for transgender-inclusive insurance. Tel: 050-5236-1304 (10:00-17:00)	 Inquiry form available
	Tokyo Rainbow Pride	Tokyo Rainbow Pride is an NPO that organizes and conducts the Tokyo Pride Parade.	
	Niji Recruiting	Niji Recruiting is a company that supports the job-hunting activities of LGBT+ people. WEB: https://niji-recruiting.com/	

2 Public transport inquiry contact numbers

Nagasaki Prefectural Bus

 **095-822-5141**
(Prefectural bus services department)

Nagasaki Bus

 **095-826-1113**

Nagasaki Electric Tramway

 **095-845-4113**

JR Kyushu

 **095-822-0063**
 **050-3786-5154**
(Customer Center)



3 Introduction to helpful guidelines and other material

Gender Equality Bureau of the Cabinet Office:
Unconscious Bias Check Sheet, 2020
https://www.gender.go.jp/research/kenkyu/pdf/seibetsu_r03/03.pdf



Gender Equality Bureau of the Cabinet Office:
Unconscious Bias (Case Studies Collection), 2020
https://www.gender.go.jp/research/kenkyu/pdf/seibetsu_r03/04.pdf



Ministry of Education, Culture, Sports and Technology: Regarding the Implementation of Meticulous Approaches towards School Children Concerning Gender Dysphoria, Sexual Orientation, and Gender Identity (aimed at teachers)
https://www.mext.go.jp/b_menu/houdou/28/04/1369211.htm



Nagasaki Prefecture Human Rights and Social Integration Section: Diversity and Understanding Guidelines: Aiming for a Nagasaki Prefecture where Differences are Respected, 2020*Recipient of the Excellence Prize in the Minister of Justice's Human Rights Educational Material Awards 2020.
<https://www.pref.nagasaki.jp/bunrui/kurashi-kankyo/jinkenkeihatsu/lgbt/>



Japan Students Services Organization (JASSO):
Towards the Promotion of Understanding about Diverse Sexual Orientations and Gender Identities in Universities (educational material aimed at faculty) 2018.
https://www.jasso.go.jp/gakusei/about/publication/lgbt_shiryo.html

