

Understanding Harassment & Mental Healthcare

The importance of diversity and inclusion (D&I) is spreading around the world, and more efforts are being made to promote empowerment of women and shorter working hours. At the same time, organizations are focusing on compliance and measures against harassment.

Due to increase in complaints and problems related to power harassment at workplace, measures to tackle power harassment has become obligatory from June 1, 2020 for large employers and will take effect from April 1, 2022 for small and medium-sized employers.

This program is designed to deepen understanding of power harassment and sexual harassment for leaders at all levels of the organization and for all individual members who make up the workforce, and to learn how to prevent it. This program is offered as an e-Learning course so that everyone in the organization can learn at their own pace and at their own preferred time.

PROGRAM DETAILS

What You Will Learn	<ul style="list-style-type: none"> ✓ What causes harassment ✓ How to reflect on your behavior at work ✓ Preventive measures ✓ How to handle harassment, including utilization of hotline ✓ The significance of mental healthcare ✓ What we do to promote mental healthcare 	
Module	<ol style="list-style-type: none"> 1. What is Harassment? 2. Power Harassment (Workplace Bullying) <ul style="list-style-type: none"> - What is Power Harassment? - The impact of Power Harassment - Examples of Power Harassment - Impact of Power Harassment - Types of Power Harassment - Self-check to Prevent Power Harassment 3. Sexual Harassment <ul style="list-style-type: none"> - What is Sexual Harassment? 	<ul style="list-style-type: none"> - Cases of Sexual Harassment - Impact of Sexual Harassment - Types of Sexual Harassment - Self-check to Prevent Sexual Harassment <ol style="list-style-type: none"> 4. Other Harassments <ul style="list-style-type: none"> - Maternity & Paternity Harassment - Remote Workplace Harassment 5. Mental Healthcare <ul style="list-style-type: none"> - What is Mental Healthcare - Four Types of Mental Healthcare <p>Comprehension Test</p>
Specifications	<p>Language(voice guidance/script): Japanese, English</p> <p>Quiz: Included</p>	

PROGRAM FEATURES



■ Language setting for Non-Japanese Employee

You can take this course in English and learn how harassment is perceived in Japanese companies.



■ With voice guidance (Japanese and English)

Proceed according to the voice guidance and script display.



■ Take the self-check quiz!

You can check your own behavior and what you have learned in this program.



■ Learning content can be customized according to company regulations

You can add web-page of your company's harassment consultation desk and customize the contents to meet your company's needs.

<E-Learning Samples>

What is Harassment?

Words and behaviors that give another person an uncomfortable feeling and are offensive in nature.

Power Harassment Type 3: Ostracizing

Purposely ostracizing, ignoring or neglecting someone in the workplace.

Examples:

- Ostracizing an individual from meetings they had previously participated in, without clarifying any specific reasons.
- Intentionally leaving a specific individual out of conversations in the workplace or not inviting them to company events, such as dinners.
- Superior makes friendly small talk with other subordinates but only talks about work with specific individuals.

Self-check to Prevent Power Harassment

1. You believe that it is necessary to provide harsh supervision for the sake of another person's growth.
2. Job-related mistakes largely reflect a person's character.
3. Your attitude changes depending on the person.
4. You easily become emotional.
5. You feel it is necessary to understand someone's private life in order to get results at work.

YES / NO

* Supported for LMS (Learning Management System). Please feel free to contact us.

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