



**GENDER AND SEXUALITY
HANDBOOK FOR CHUO
UNIVERSITY STUDENTS**



Chuo University Diversity Center

April 2022

INTRODUCTION

This handbook provides information on gender and sexuality for all students at Chuo University. Some of you may already have knowledge about gender and sexuality, and/or identify yourself as a member of the LGBTQ community; while some others may feel this handbook is not relevant. However, gender and sexuality is a topic that is related to every one of us.

We encounter many situations in our lives where gender and sexuality matter—for instance we are often required to fill in our gender in various documents. Each person has a different sexuality and gender identity, and in order to live together with respect for others, we must make efforts to gain appropriate knowledge to understand one another. We hope that this handbook will provide guidance for that.

Chuo University issued the "Chuo University Declaration in Support of Diversity" in October 2017, followed by the opening of the Diversity Center in April 2020. We pledged in the Declaration that Chuo University would provide an equal learning and working environments for all its members. If you would like to learn more about issues related to gender and sexuality after reading this handbook, please visit the Diversity Center and the adjacent Diversity Square at Chuo Tama Campus.

※ The information in this handbook is current as of March 2022. You can check the latest information about the Diversity Center on our website and on Twitter and Instagram.

<https://www.chuo-u.ac.jp/campuslife/diversity/>

https://twitter.com/chuo_dc

The Gender and Sexuality Guidebook for Faculty and Staff is also available on our website:

<https://www.chuo-u.ac.jp/campuslife/diversity/gs/book/>

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01 TERMS RELATED TO GENDER AND SEXUALITY

Here is the basic terminology related to gender and sexuality. These words will appear repeatedly throughout this handbook, so please take this opportunity to learn their meanings.

GENDER

The term “gender” refers to socially created gender differences. Related terms include: gender stereotypes (so-called masculinity/femininity, which refers to the socially accepted ideas of certain behaviours that are expected of men/women); gender bias (gender-related prejudice and discrimination); and gender roles (fixed gender norms such as ‘men should work outside home while women should take care of household chores and child-rearing’).

SEXUALITY

The term "sexuality" refers to people’s sexual/gender experience and expressions, including one’s gender identities and sexual feelings, thoughts, attractions and/or behaviours. In recent years, one’s sexuality is defined by a combination of at least the following four elements.

Sexual Orientation: The gender(s) one is romantically and/or sexually attracted to. Nonsexual romantic attraction is sometimes called “Romantic Orientation”

Gender Identity: How one experiences one's own gender

Gender Expression: How one expresses one's gender through clothing, hairstyle, language, behavior, etc.

Sex Assigned at Birth: Sex recognized at birth based on physical characteristics

These elements and the combination of them vary; hence people’s sexualities differ from person to person. The range of differences is sometimes described as a “spectrum.”

SOGI

SOGI stands for Sexual Orientation and Gender Identity. It is a term related to both sexual/gender minority and sexual/gender majority people. This acronym is used widely to recognize all the relevant issues as human rights issues. Another acronym, SOGIE, includes Gender Expression, and SOGIESC adds Sex Characteristics.

LGBTQ

LGBTQ stands for Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, and is often used to refer to sexual and gender minority people in general. There are also terms such as Pansexual and Asexual (sexual orientations), and X-gender and non-binary (gender identities). The acronyms "LGBTs" and "LGBT+" are thus sometimes used to show wider inclusivity. Japanese terms such as "homo", "rezu", and "okama" often have discriminatory connotations and should be avoided.

COMING OUT

Coming out is an action by a person to tell someone else about their sexuality of their own volition. It should be solely up to the individual to decide whether or not to come out, or when, to whom, and to what extent.

OUTING

Outing is the action of revealing someone's sexuality to a third party without that person's consent. This is a serious violation of human rights and should never be done. If someone comes out to you and you feel the need to talk about it, you can reach out to the Diversity Center, where you can consult about this with confidentiality.

SOGI HARASSMENT

SOGI harassment refers to harassment related to SOGI, such as;

1. Use of discriminatory language, ridicule, and/or discriminatory name-calling
2. Bullying, neglect, and/or violence
3. Forcing someone to live as the gender they do not identify with themselves
4. Unjustified transfer or dismissal, unjustified denial of admission, or forced transfer to another school
5. Outing

ALLY

An ally is a person who understands LGBTQ issues and people, and acts as a supporter/advocate for them. This term was originally used about non-LGBTQ people when they were involved in LGBTQ-related activities, or when they expressed their understanding of or support for LGBTQ issues. Recently, however, many say "everyone can be someone else's ally," meaning that one can be an ally by respecting other people's gender and sexuality, regardless of whether you are LGBTQ or not. It is very important for each of us to become an ally in order to improve the environment for LGBTQ people.

RAINBOW

The six-color rainbow, with red, orange, yellow, green, blue and purple, is the symbol of the LGBTQ community. Wearing something in these colors or displaying it informs others that the person or place is LGBTQ-friendly.

COLUMN 1 WHAT IS “NORMAL”?

In our society, those whose gender identity matches the sex assigned at birth and who are attracted to people of the opposite gender are considered the sexual/gender majority. A person whose gender identity matches the sex assigned at birth is "cisgender", and a person who is attracted to the opposite gender is "heterosexual". This means the majority people are "cisgender" and "heterosexual".

Have you ever referred to such people as “normal”? The risk of referring to them as “normal” is that you implicitly label those who do not have these attributes “abnormal”.

Whether you are a woman or a man, or neither, whether you are attracted to other people or not, each person’s sexual orientation and gender identity should be respected. We should be aware that people who are cisgender and heterosexual are just part of a range of diverse sexualities.

02 STUDENT LIFE

The following is a summary of the current systems and facilities related to gender and sexuality at Chuo University.

If you have any concerns regarding the use of them, please feel free to consult with the Diversity Center.

I. HANDLING OF NAMES, GENDER AND PHOTOS

(1) HANDLING OF NAMES

WHEN THERE IS A CHANGE IN THE NAME ON YOUR FAMILY REGISTER

You must fill in and submit a required document (the "Notification of Change/Correction of Personal Information, Guarantor, Tuition and Fees Payer Information, etc." form.) Please consult with your faculty office.

IF YOU WISH TO USE AN ALIAS

Students at Chuo University may use their aliases in the following cases:

- A. When a student has changed their name in the family register due to marriage, etc. but wishes to use the name before the change
- B. When a student of foreign nationality wishes to use their tsushomei ("common name") as stated in the certificate of residence
- C. In other cases when the Dean acknowledges the wish as reasonable

When a student wishes to use an alias due to the difference between their sex assigned at birth and their gender identity, the case C may apply. Please consult with the Diversity Center and/or your faculty office.

DOCUMENTS FOR WHICH ALIASES MAY BE USED

Under certain conditions, you may apply for the use of your alias on the following documents:

- Student Data
- Degree certificate
- Student ID card
- Other documents including grade book, course checklist, and student list

DOCUMENTS FOR WHICH ALIASES CANNOT BE USED

Aliases cannot be used in the following documents:

- Student Ledger [Gakusei Genbo]
- Application documents for the teaching qualification
- Documents for which the name on the family register must be used (for national examinations or other systems administered by governmental organizations)
- Other documents for which the Dean does not permit the use of the alias

(2) HANDLING OF GENDER

WHEN THERE IS A CHANGE IN YOUR GENDER ON THE FAMILY REGISTER

You must fill in and submit a required document (the "Notification of Change/Correction of Personal Information, Guarantor, Tuition and Fees Payer Information, etc." form.) Please consult with your faculty office.

IF YOU WISH TO USE YOUR SELF-IDENTIFIED GENDER

The gender on the student's academic record cannot be changed from that on the student's family register. For other documents, please consult with the Diversity Center and/or your faculty office.

DOCUMENTS WITH GENDER INFORMATION

Medical Certificates and Student Commuter Certificate s have gender information on them.

DOCUMENTS WITHOUT GENDER INFORMATION

Other documents such as transcripts, enrollment certificates, certificates of expected graduation/completion, and graduation certificates do not include gender information.

(3) HANDLING OF PHOTOGRAPHS

In principle, the photograph on your application form for admission will be used on your student ID card until graduation. However, if you wish to change the photo on the student ID card due to gender transition or other reasons, it may be possible to do so. Please consult with the Diversity Center and/or your faculty office.

II. Facilities

(1) Restrooms

TAMA CAMPUS

There is usually one multi-functional restroom in each building. There is also a multi-functional restroom on each floor in Building No. 8, C Square, and FOREST GATEWAY CHUO building. (There is a lactation room on the 4th floor of FOREST GATEWAY CHUO instead of a multi-functional restroom). Please see the Barrier-free map for details.

KORAKUEN CAMPUS

There is one multi-functional restroom in Building No. 2, four in Building No. 3, and one in Building No. 6. Please see the Barrier-free map for details.

ICHIGAYA-TAMACHI CAMPUS

There is one multi-functional restroom. Please see the Barrier-free map for details.

(2) CHANGING ROOMS

TAMA CAMPUS

There are separate changing rooms for men and women in Gymnasium 1, Gymnasium 2, and C-Square. Currently, there are no gender-neutral or private changing rooms. (You may use the multi-functional restrooms.)

KORAKUEN CAMPUS

There are separate changing rooms for men and women in Buildings 3 and 5. Building 3 is connected to the shower room and has private changing rooms. Currently, there are no gender-neutral changing rooms. (Students may use the multi-functional restrooms.)

(3) SHOWER ROOMS

TAMA CAMPUS

Separate shower rooms for men and women are available in Gymnasium 1, Gymnasium 2 and C Square.

KORAKUEN CAMPUS

Separate shower rooms for men and women are available in Buildings 3 and 5. The shower room in Building 3 is connected to the changing rooms and is a private room.

(4) NURSING ROOM

A nursing room is located on the 4th floor of FOREST GATEWAY CHUO at Tama Campus.

(5) REGULAR HEALTH CHECKUPS

Medical checkups are given separately to men and women. The examination form is an OMR (Optical mark recognition) sheet, and one needs to choose from either male or female in the gender field. An electrocardiogram (for new students only) is performed in a partitioned booth, where students need to undress their upper bodies. When having an X-ray of their chest taken, students are asked to wear a plain T-shirt, and to change in a big room with other students. If you have any concerns, you may take the checkup on a different date, so please consult with the Health Center or Diversity Center.

A medical checkup is needed to issue a "Medical Examination Certificate," which may be required for job hunting, teaching practice, etc. In some cases, the checkup is required for courses such as the teacher-training course and Physical Education classes.

(6) ACCOMODATION

SEISEKI INTERNATIONAL RESIDENCE

This is an apartment-type, mixed gender residence located in Seiseki Sakuragaoka.

INTERNATIONAL RESIDENCE CHUO

Located at Tama Campus, this is a room-sharing type residence with a separate men's area and women's area on each floor, except for the common facilities on the 1st and 5th floors. There are also separate elevators leading to each area for men and women.

Each living unit has two private restrooms and one private shower booth. In addition, there are restrooms, shower rooms and laundry facilities for men in the men's area, and the same facilities for women in the women's area. In the common area, there are men's and women's restrooms and a multi-functional restroom (only on the first floor).

(7) SEMINAR HOUSES

ACCOMMODATION REGISTER

Students are asked to fill in their student ID numbers and names in the accommodation register. The number of the people in the group, divided by gender, is also required. If you have any concerns, please consult with the Student Affairs Section at Tama Campus or the Student Affairs Section at Korakuen Campus, as it may be possible to register aliases and self-identified genders under certain conditions.

TOMIURA SEASIDE HOUSE

THIS SEMINAR HOUSE IS LOCATED IN CHIBA PREFECTURE.

Accommodation: Large shared rooms (Japanese-style) only

Baths and showers: Large, shared bathrooms with showers, separated for men and women.

There is no individual shower unit.

Toilets: Separate toilets for men and women. No multi-functional restrooms.

Wash areas: There are two shared, mixed gender wash areas.

In principle, the shared rooms are not available for private use. However, they may be available under certain circumstances, so please consult with the Student Affairs Section at Tama Campus or the Student Affairs Section at Korakuen Campus.

NOJIRI LAKESIDE SEMINAR HOUSE

This seminar house is located in Nagano Prefecture.

Accommodation: large shared rooms (Japanese-style and Western-style) only. Private rooms are exclusively for faculty and staff members and are not available for students.

Baths and showers: Large, shared bathrooms with showers, separated for men and women.

There is no individual shower unit.

Toilets: A multi-functional restroom is available on each floor.

Wash areas: There are separate wash areas for men and women.

Laundry areas: There are separate laundry areas for men and women.

In principle, the large shared rooms are not available for individual private use . However, they may be available under certain circumstances, so please consult with the the Student Affairs Section at Tama Campus or the Student Affairs Section at Korakuen Campus.

III. CLASSES, VOCATIONAL TRAINING, STUDYING ABROAD, ETC.

(1) CLASSES

To promote gender equality, the use of "-san" as the honorific title is recommended regardless of a student's gender. Chuo University's "Guideline on Students with Gender Dysphoria or Gender Identity Disorder" also recommends that students be addressed with "-san".

In Physical Education classes, students can choose mixed-gender classes or lectures without physical activities, depending on their faculty. Please refer to the syllabi and your faculty office for details.

(2) VOCATIONAL TRAINING

For the Teaching Practice and Volunteer Experience Program (Kaigotou Taiken), students can consult in advance with the Office of the Teacher Training Course. For vocational training in the Curators Course, Social Studies Education Course, and Librarian Course, the Office of the Faculty of Letters provides individual consultation in advance. (Vocational training is not a requirement in the Librarian Course.)

(3) STUDYING ABROAD

STUDYING ABROAD

There is no gender field in the application documents related to studying abroad. Your name and gender information submitted to the overseas school where you wish to study will be based on the information in your passport that is used to obtain the student visa. The International Center is available for individual consultation in advance. If you use the Exchange Program to study at a partner university, it will be easier for the International Center to communicate with the school about your concerns.

STUDYING AT CHUO UNIVERSITY AS INTERNATIONAL STUDENTS

Your name and gender information at Chuo University will be based on the official document (passport) you use to obtain the student visa, but you may be able to use your alias in some situations. Exchange students from partner universities are eligible to live in a residence with individual private rooms (Seiseki International Residence).

Prayer Rooms are located in the Global Building (GLOBAL GATEWAY CHUO) at the Tama Campus and the Global Lounge on the 7th floor of Building No. 6 at the Korakuen campus.

IV. JOB HUNTING

(1) CV/PERSONAL INTRODUCTION FORM

The Chuo University-designated "CV/Personal Introduction Form" available at university Co-op shops does not have a gender field.

(2) CAREER DESIGN SUPPORT CENTER

If you would like to consult about the handling of your name and/or gender, you can individually consult with the Career Design Support Center.

COLUMN 2

A SAFE AND COMFORTABLE CAMPUS FOR EVERYONE

Many efforts have been taken to make our campuses more inclusive. Improving equal access to the restrooms is one example; multi-functional restrooms have been installed on almost every floor of the Forest Gateway Chuo building at Tama Campus. Another similar initiative is the installation of a lactation room for students and staff members with small children.

In recent years, efforts to provide free sanitary products in restrooms are gaining attention, and it has been recognized that some students do not have access to sufficient sanitary products for various reasons including the financial burden. Also, when a student has a sudden need for sanitary products on campus, the places where they can purchase them are usually limited, which could cause difficulties for them with attending classes. We must work together to raise awareness about menstruation so that sanitary products can be provided as necessary items in campus facilities, just as toilet paper is always available for free in restrooms.

03 Q & A

Q1. Why should we focus on “LGBTQs” and other minorities? Can’t we just treat everyone in the same way?

A1. A minoritized group of people are often placed in the margins of society; hence when they experience difficulties, they may not be noticed or be able to receive appropriate support. This is why terms such as LGBTQ are used to create visibility and solidarity for social changes.

Q2. I would like to talk with people who have a similar sexuality as myself, but I don't know where I can meet them.

A2. There are various organizations on and off campus offering peer-support, community spaces and counseling opportunities. The Diversity Center can provide you with information about them. If you would like to talk with someone at the center first, our coordinators with expertise in this area will be happy to help you.

Q3. If someone comes out to me, how should I react?

A3. Sexuality is a significant part of one’s identity; hence coming out is often accompanied by anxiety and the fear of being rejected. Showing a welcoming attitude to the person who comes out to you, and appreciating their courage to share something important with you, may be a good reaction. In that way you will feel more comfortable talking about it later on. You can then ask why they came out to you, who else knows how much, if there is anything you can do to help, etc (see Column 3).

However, it is also possible that you will be surprised and confused when someone comes out to you. You may want to talk to someone else about it. Please remember, though, that telling other people about a person's sexuality without the person's consent is ‘outing’ (see “Terms Related to Gender and Sexuality” above); make sure not to tell your mutual friends about it without consent. If you are not sure what to do, you can consult confidentially with the Diversity Center.

Q4. A person of the same gender asked me out, but I cannot feel the same way. Is this discrimination?

A4. If you feel that you cannot date someone of the same gender, that itself is not discrimination—what is important is how you respond to them. Do not deny the person by saying that they are disgusting or unacceptable, or belittle and mock their feelings by saying they must be just joking. The first step is to take their feelings seriously. Also, you must not tell others that they asked you out without the person’s consent. If you respond sincerely, for example by explaining to them you cannot go out with them because you are not romantically/sexually interested in the same

sex/gender people, you can probably avoid hurting them unnecessarily. Then you can probably tell them whether you want to stay close with them, or if you would like to have some time alone to think it through.

Q5. I heard a rumor that one of my friends is a member of a sexual minority. I am worried if I can treat this person in the same way as before.

A5. First of all, it is important to understand that knowing someone's sexuality does not have to change your relationship with them, nor does it turn your friend into a different person. Was their sexuality relevant to the friendship prior to hearing this rumor? It was probably not that relevant, was it?

Secondly, keep in mind that it was a rumor. We cannot and should not judge or determine other people's sexuality. If possible, advise those who are spreading the rumor to stop doing so, because the rumor itself may work as outing (see p. 5). It is always better not to ask forcefully about or pry into someone's sexuality.

Q6. I am not sure about my sexuality. Can I ask for advice?

A6. Of course you can. The Diversity Center does not have a set way to deal with sexualities, and we are always happy to talk with you. If you have any concerns and want to talk about them, please do feel free to visit us.

Q7. I would like to learn more about issues related to gender and sexuality. What can I do?

A7. There are many ways to learn about them. We suggest the following options as examples.

(1) Browsing and borrowing books at Diversity Square

You can browse our books freely when Diversity Square is open. Chuo University students can also borrow them. (see pp.22-27)

(2) Reading books on the recommendation list from the Diversity Center

The Diversity Center has a recommendation list of books not just about gender and sexuality, but also in other fields of diversity and inclusivity such as disabilities and cultural diversity. We list books in our university libraries as well as those in Diversity Square.

(3) Joining events organized by the Diversity Center

Please check our website and Twitter for information on the various events we organize.

(4) Searching for and attending classes on Gender and Sexuality

Classes on gender and sexuality may be available in your faculty. Please check out the syllabi for details. You may search with keywords such as “gender”, “sexuality”, “sexual minority”, “LGBTQ”. Please feel free to ask the Diversity Center for help, if you have difficulty finding classes.

(5) Talking to or consulting with coordinators at the Diversity Center

There are coordinators with expertise on gender and sexual diversity at the Diversity Center, so please feel free to talk to them (please be aware that they sometimes might not be around due to their work schedule). You can come visit them when there is something you would like to know or need help with, or just when you would like to have a chat. If you feel shy about visiting us on your own, please come with a friend or a teacher/member of staff.

In addition to the five ways above, it is also possible to learn more about gender and sexuality off-campus. Please feel free to ask for advice from the Diversity Center.

COLUMN 3 COMING OUT IS A PROCESS, NOT A GOAL

Coming out of the closet, or telling someone about one's sexuality, needs to be understood as a process, not a goal. What is important is the communication that begins from the moment of coming out.

Often, for those who have been in the closet, coming out takes place after they have taken time to understand their sexuality. Sometimes, however, those who are told about it may be surprised and cannot fully comprehend immediately, which may cause friction between them. Knowing that "coming out" is an important part of the relationship-building process perhaps helps them understand each other better.

It is also important to note that coming out may not be done at one time but often requires several coming outs. Just as relationships can change/develop over time while we interact with each other, so there will be many possible changes in the relationship between the person coming out and the person to whom they come out.

Coming out is an action that involves sharing sensitive information, so it can lead to fuller and richer relationships; yet, it also opens one up to the risk of outing. Whether you are coming out to someone, or someone has come out to you, if you need advice related to this coming out process, please feel free to visit the Diversity Center.

04 CONSULTATION SERVICE ON GENDER AND SEXUALITY AT CHUO UNIVERSITY

Coordinators with expertise on gender and sexual diversity are available at the Diversity Center.
Please do not hesitate to reach out to us.

>> The Diversity Center 042-674-4554

<https://www.chuo-u.ac.jp/inquiry/form/?id=134>

The Diversity Center will work with the sections of the university below, as well as faculty offices
and the office of the graduate schools, when necessary:

>> Harassment Prevention Committee Support Desk 042-674-3507

<https://www.chuo-u.ac.jp/inquiry/form/?id=92>

>> Student Counseling Section

Tama Campus 042-674-3481 <https://www.chuo-u.ac.jp/inquiry/form/?id=131>

Korakuen Campus 03-3817-1724 <https://www.chuo-u.ac.jp/inquiry/form/?id=128>

Ichigaya-Tamachi Campus 03-3513-0309

Myogadani Campus 03-5978-4222

>> Health Center

Tama Campus 042-674-2968 <https://www.chuo-u.ac.jp/inquiry/form/?id=57>

Korakuen Campus 03-3817-1722

Ichigaya-Tamachi Campus 03-3513-0319

Myogadani Campus 03-5978-4178

>> International Center 042-674-2211

<https://www.chuo-u.ac.jp/inquiry/form/?id=55>

COLUMN 4 GENDER-BASED CONSTRAINTS

Have you ever said or been told things like “You should/should not do this because you are a man/woman”? If so, you might want to think about how masculinity and femininity work in our society.

This is not to say that all masculine and feminine traits should be denied; some people, for example, enjoy dressing or behaving in a masculine/feminine way, which is not a problem. However, when it becomes statements such as “women do not need to go to colleges far away from family home nor study abroad”, or “men must be strong”, they constrain us and deprive us of our freedom. There are people who suffer from such social pressure.

In order to make a society where everyone can pursue their own passions and interests, it may be necessary for us to reexamine these gender-based constraints. Please ask yourself; Are you trying to give up on something you want because of such restrictions, and/or forcing someone else to do things due to these constraints?

05 CHUO UNIVERSITY DIVERSITY CENTER

Following the "Chuo University Declaration in Support of Diversity", the Diversity Center was established in April 2020. The Center aims to support students' learning and campus life in various ways.

I. WHAT WE OFFER AT THE DIVERSITY CENTER

(1) PROVIDING A SAFE AND SECURE SPACE

Diversity Square, designed to be a safe space for students, is attached to the Diversity Center office. Students can rest, have a chat, and read books in the Square.

(2) COLLECTING AND OFFERING INFORMATION, EDUCATING AND TRAINING

Diversity Square collects and lends books related to diversity and inclusion. We also organize events including lectures and training sessions. Please check our website and our Twitter account for details.

(3) INDIVIDUAL CONSULTATIONS

Students can individually consult with coordinators with expertise on gender and sexual diversity at the Diversity Center. You can visit on your own, or with friends or other faculty members. If you are on another campus in central Tokyo and find it difficult to come over to Tama campus, we can arrange a meeting at a different campus.

CONSULTATION PROCESS

Step 1 Contact: Please reach out to us via the contact form, phone, etc.

You can arrange your consultation smoothly if you contact us in advance using the Contact Form.

STEP 2 VISIT RECEPTION

With Reservation: please fill in the consultation form once you arrive. You may fill in the information (name, department, contact info, consultation reason, etc.) to the extent you are comfortable with.

Without Reservation: you will be requested to fill in the consultation form. You will be able to have a consultation with the coordinator if available. If no one is available, you can make a reservation for a later date.

STEP 3 CONSULTATION

The coordinator or other staff will talk with you.

An online consultation instead of an in-person consultation is also available.

STEP 4 SUPPORT

We will consider what we can offer and how we can support you based on the information you provide us with. We will coordinate with other departments if necessary.

II. WE OFFER SUPPORT IN THE FOLLOWING AREAS:

GENDER AND SEXUALITY

Coordinators with expertise on gender, gender identity and sexuality are available.

For example:

When you are not sure about your sexuality and want to talk about it.

When you are outed by someone after you came out to them.

The Diversity Center also covers the two following areas:

DISABILITY SUPPORT

Coordinators with expertise on disabilities, and issues related to disabilities, are available.

GLOBAL ISSUES

Issues related to nationality, race/ethnicity, language, religion, etc.

III. BUSINESS HOURS

DIVERSITY CENTER OFFICE

Tama Campus

FOREST GATEWAY CHUO 2nd floor

Monday through Friday (during term time)

10:00-17:00 (Reception closes at 16:00)

DIVERSITY SQUARE

Tama Campus

FOREST GATEWAY CHUO 2nd floor

Monday through Friday (during term time)

10:30-14:30

COLUMN 5 THE HITOTSUBASHI UNIVERSITY OUTING CASE

In 2015, a male student, who was studying at Hitotsubashi University Law School after graduating from Chuo University, came out on the LINE app to his course mate and asked him out. The friend initially replied writing “I cannot go out with you, but I hope we can remain good friends.” However, in a few months their friendship became strained; eventually, the friend outed the student in a LINE group with several mutual friends, posting “I’m sorry, I can no longer hide the fact that you are gay.” After this incident, the student began to experience mental health problems. He sought advice from student support services within university, but the situation did not improve. In the following month, he jumped from a school building and died.

Outing is an act that could deprive someone of a safe and secure environment and could sometimes even cost them their life.

This incident at Hitotsubashi University led to the enactment in 2018 of Japan’s first ordinance that includes a ban on outing, in Kunitachi City where the University is located. This is one example of the dramatic increase in social awareness of the seriousness of outing. For further information, please see the references.

If you are outed and need someone to talk about it, please consult with the Diversity Center or the Harassment Prevention Committee Support Desk. The Diversity Center also offers confidential consultation services for those who are confused and unsure what to do after someone comes out to them.

CHUO UNIVERSITY DECLARATION IN SUPPORT OF DIVERSITY

The Chuo University Declaration in Support of Diversity was published in October 2017. It pledges that Chuo University will provide an equal academic and work environment for all people of various backgrounds, including different sexes, gender identities and sexual orientations. Therefore, all students have the right to receive appropriate consideration and support for their student life in an environment that is free from unfair treatment based on sex, gender identity and/or sexual orientation.

CHUO UNIVERSITY DECLARATION IN SUPPORT OF DIVERSITY

1. Learning is truly valuable for achieving a better quality of life. Those who desire to learn wish to achieve a better life by making use of what they can gain through learning. Today, societies have a responsibility to provide all people with equal opportunities for learning, regardless of their backgrounds or situations. In offering these opportunities, universities and other educational institutions play a key role, providing individuals with the knowledge and skills needed to achieve a better life. As institutions we must create communities in which these opportunities are offered to people of all abilities, medical histories, economic conditions, family environments, genders, gender identities, sexual orientations, ages, nationalities, races, languages, faiths and religions.
2. Chuo University has long been striving to nurture individuals possessing high levels of professionalism who can contribute to international society with sensitivity and personal character. The University acknowledges the importance of offering equal learning opportunities and a supportive and positive environment to all those studying at Chuo, ensuring that all are encouraged and respected. Furthermore, Chuo University aims to create a working environment in which all people can work together to support research and educational activities.
3. In order to achieve these aims, Chuo University will promote the following efforts:
 - (1) Chuo University will create an environment in which people of all abilities, medical histories, economic conditions, family environments, genders, gender identities, sexual orientations, ages, nationalities, races, languages, faiths and religions can learn and work together.
 - (2) Chuo University will create an environment in which all students can maximize their potential and all people can achieve a quality work-life balance.
 - (3) Chuo University will promote care and consideration for its members with varying abilities, and encourage deeper understanding to eliminate social barriers.
 - (4) Chuo University will respect the human rights of all people and prevent discrimination and the violation of human rights based on prejudice.

As a member of the human family, Chuo University will faithfully implement these efforts together with all members of its community.

October 2017, Chuo University

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