



# **Gender and Sexuality Handbook Ver. 2**

Dokkyo University  
Committee on Diversity and Inclusion



# About the Dokkyo University Committee on Diversity and Inclusion

In July 2022, the Committee on Diversity and Inclusion conducted a "Survey to Understand the Current Situation and Needs of LGBTQ Students at Dokkyo University" to identify LGBTQ students' support needs and non-LGBTQ students' attitudes. Based on the data and requests obtained through this survey, we published the "Gender and Sexuality Handbook Ver. 1" in December 2022. This handbook includes information on student life at Dokkyo University, support systems, terms related to gender and sexuality, reference literature, and more. Since then, we have been conducting various activities, including surveys to assess the current situation and organizing educational events, all while cultivating an inclusive campus environment. We hope you will effectively utilize this handbook to help Dokkyo University become a place where every student can enjoy a comfortable university life regardless of their sexuality, and where we recognize one another's diverse ideas regarding gender without being bound by old stereotypes.

March 2025  
Dokkyo University Committee on Diversity and Inclusion  
(Secretariat: Student Affairs Division)

\* Committee on Diversity and Inclusion

This committee consists of personnel from the Academic Affairs Division, Student Affairs Division, Health Center, Support Center for Students with Disabilities, Admissions Division, and Career Center. The University Vice President serves as Chairperson and the Dean of Student Affairs serves as Vice Chairperson. The committee's objective is to facilitate cross-functional collaborative support for entrance exams, graduation, and careers.

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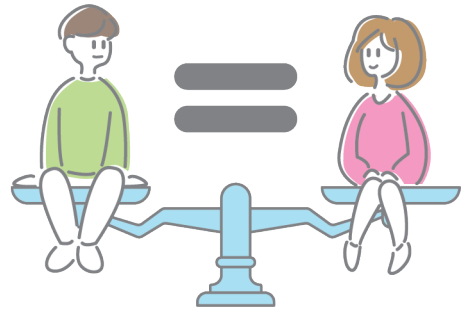
\* In creating this handbook, we referred to existing pamphlets published by other universities, including the "Gender and Sexuality Handbook for Chuo University Students" (Chuo University Diversity Center) and the "Support Guide for Sexual Minority and Allied Students" (Waseda University GS Center). We express our sincere gratitude for their valuable information.

# Introduction

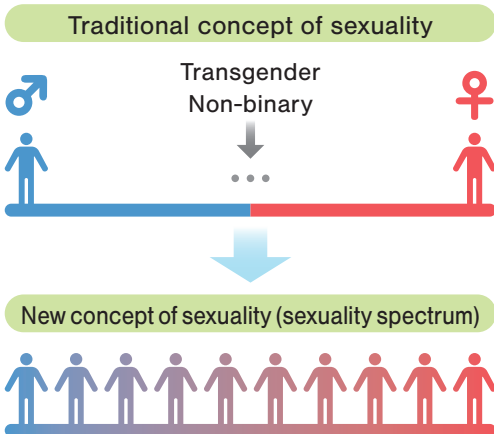
Gender harassment can easily occur without us being aware of it.

“Gender” is socially and culturally constructed, as opposed to “sex,” which is biological. Gender refers to evaluating and making assumptions about a person’s character or abilities based on the said person being a woman or a man. Since we often engage in such evaluative behaviors without being aware of doing so, we must be very careful about how we approach others and identify or label them.

Examples of gender harassment include bringing up the topic of housework with words like “as you ladies may know” or remarks such as “You make your own lunch? You’re very feminine for a man.”



Sexuality (identity in relation to gender) is not limited to “men” and “women.”



<Reference> “Gender is a gradient,” The Nihon Keizai Shimbun, Afternoon Edition, p. 10, October 27, 2022.

Sexuality is defined by a combination of the following four factors.

- 1. Biological Sex (physical sexuality)**  
A person’s physical characteristics at birth, and the legal sex assigned based on such characteristics
- 2. Gender Identity (self-identified gender)**  
How a person perceives their gender
- 3. Sexual Orientation (gender(s) a person is attracted to)**  
The gender(s) a person is romantically attracted to
- 4. Gender Expression (the sexuality a person expresses)**  
The gender(s) a person expresses in social life through what they wear, how they behave and speak, and so forth.

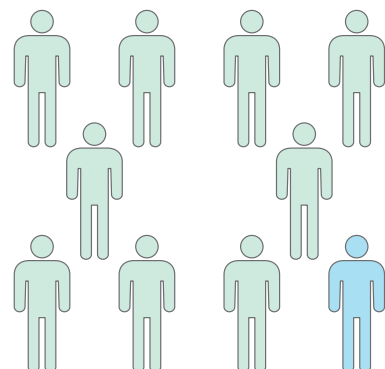
Because each element and the combinations thereof are diverse, sexuality varies from individual to individual. There are as many types of gradations as there are people.

One in 10 people are LGBTQ.  
This percentage is about the same as that of left-handed people.

According to the “LGBTQ+ Survey 2023” by the Dentsu Diversity Lab, 9.7% of respondents identified as LGBTQ+.\* This percentage is about the same as the percentage of left-handed people in Japan. Dokkyo University also received responses from many students in the “Survey to Understand the Current Situation and Needs of LGBTQ Students” that we conducted in July 2022.

Even if you assume that there are no LGBTQ people around you, it may actually merely be the case that no one around you is openly LGBTQ.

\* The percentage of sexual minorities varies depending on the target population and survey method. For example, in the survey conducted of residents in Osaka City by the National Institute of Population and Social Security Research in 2019, the percentage was 8.2%, including those who preferred not to identify or were undecided, whereas in the Attitude Survey on LGBTQ 2019 by Japan LGBT Research Institute Inc., the percentage was 10.0%.



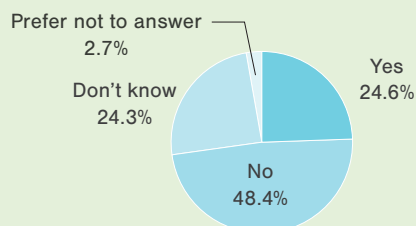
# Survey Results Report

Survey conducted in July 2022

## For Students “Survey to Understand the Current Situation and Needs of LGBTQ Students at Dokkyo University”

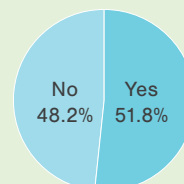
The following summarizes the results of the survey conducted.  
We collected responses from 337 students (4.1% of all students).

### Do you identify as a sexual minority?



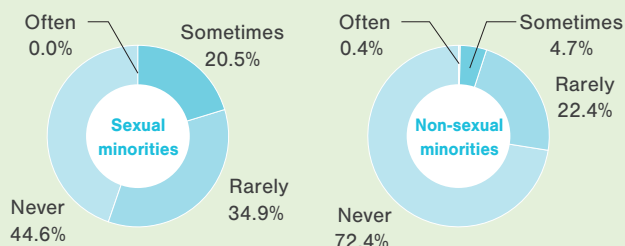
83 respondents identified as sexual minorities. Some respondents said they are attracted to both sexes, the same sex, or no sex; some identified as transgender or non-binary (neither male nor female); and some said they did not know.

### Have you come out? (question only for sexual minorities)



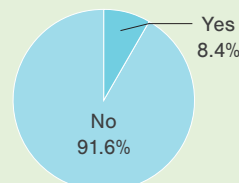
According to the “LGBTQ+ Survey 2020” by the Dentsu Diversity Lab, 42.6% of respondents have come out, while 57.4% have not. Perhaps our students are in an environment where they can come out more easily.

### Have you been discriminated against by other students, or have you seen or heard other students discriminating against sexual minorities?



It is clear that sexual minorities themselves are more sensitive to discriminatory treatment than non-sexual minorities. With regard to “discriminatory comments from teaching and administrative staff members,” the ratios were similar to those for discriminatory comments from other students.

### Have you ever been outed? (question only for sexual minorities)



Almost 10% of respondents said that someone had revealed that they are LGBTQ without their consent.

### Students' Voices

Among the responses in the comment section of the “Survey to Understand the Current Situation and Needs of LGBTQ Students” conducted in July 2022, one of the most common opinions of both LGBTQ and non-LGBTQ students was that we **should always use the honorific of “XX-san.”** We also found that more than a few students have had hurtful experiences not only with regard to sexuality, but also due to faculty members' discriminatory comments that presupposed traditional gender roles. We will share the survey results with all teaching and administrative staff members through meetings.

#### Have you ever experienced, seen, or heard discrimination related to sexuality?

- I don't think people are discriminating intentionally, but I am perplexed when people talk to me about marriage and girlfriends/boyfriends. (LGBTQ respondent)
- Men often discriminate against and make fun of gay people. (Non-LGBTQ respondent)
- I heard a student say in a teasing tone to someone with an androgynous look, “I wonder if you are a man or a woman.” (Non-LGBTQ respondent)

#### Have you ever come out? (Question for LGBTQ respondents)

- When I came out to my best friend, he listened to me sincerely without disgust. Before I did, I feared my friend would feel disgusted, as I had not come out even to my family. However, he said, “I am proud of you,” which saved me.
- After I came out, they didn't hate or discriminate against me. They didn't make a big deal out of the fact that I am LGBTQ, and they treat me the same as before as an individual person. I myself feel better because I no longer have to lie to my friends and can speak frankly.
- Some people didn't accept me, so I decided to come out only to those I can truly trust and need to.

Survey conducted in August 2023

## Survey for students: "Survey on Gender and Sexuality at Dokkyo University"

Survey for teaching and administrative staff members: "Survey on Support Measures for Sexual Minority Students"  
One year after the previous survey, we asked students how the University has become more accommodating (specifically, which areas, if any, have not improved) and requested feedback from teaching and administrative staff members on the specific accommodations they provide for students, their concerns, and other related issues. We collected responses from 269 students (3.2% of all students), 161 faculty members (26.0% of all faculty), and 118 staff members (41.7% of all staff).

We published the survey results in two editions of "Dokkyo University News," so please feel free to check them out.

### Part 1

- Have you read the "Gender and Sexuality Handbook Ver. 1"?
- At Dokkyo University, we recommend that teaching and administrative staff members address all students by name with the honorific "XX-san." How is the situation currently being handled?
- Have you experienced any uncomfortable remarks about gender or sexuality?



### Part 2

- What initiatives do you expect from Dokkyo University?
- Daily observations and concerns



Thanks to our students' voices, **here** are some of the changes at Dokkyo University!

#### 1 Launched an interdepartmental lecture on diversity

Due to a high number of requests for more courses and increased capacity in gender and sexuality studies, we have launched a lecture titled "Interdepartmental Lecture - Towards a Diverse Society" in the 2024 Fall Semester (Coordinator: Professor Yuichiro Takahashi, Department of Tourism and Transnational Studies). In addition, we have added diversity-related courses to the curriculum, now available from the University website (refer to page 9).

#### 2 Installed OiTr (Oiteru) in women's restrooms located in the Classroom Buildings and Community Square

OiTr is a free sanitary napkin dispenser installed in restroom stalls. As requested in the survey, we have installed the dispensers in the women's restrooms on the first floors of the buildings.

#### 3 Started planning and sharing information to promote diversity

Along with educational activities for teaching and administrative staff members, we held a panel discussion and other events for students. Additionally, we have launched an account on X (formerly Twitter) to share information about reference literature, our events, as well as events hosted by other universities and organizations.

Have you ever been outed?  
(Question for LGBTQ respondents)

- When I came out to a trusted friend A-san, A-san told another friend B-san, and B-san asked me directly, "Are you gay?" I was surprised because I was not close to B-san. I was agitated and lied that I was not, but I felt betrayed by A-san and sad.
- My friend who outed me did not do so intentionally and did not know that outing can have serious consequences, but it was aggravating to have my sexual identity disclosed to others. Since then, I have been more cautious about coming out.

Concerns about job hunting  
(Question for LGBTQ participants)

- When preparing my resume, I feel stressed about having to identify myself as the gender listed in the family register, which is different from the gender that I identify with.
- I am a little concerned about being required to wear a skirt and heels to job interviews.
- I am worried that I might face discrimination after starting a job, and that even if I find a partner, we might not receive the same guarantees as heterosexual couples.

Other things you feel sometimes

- I hope that a greater number of students and teaching and administrative staff members will become aware that it is likely that there are more sexual minorities around them than they think and that they might unknowingly make discriminatory remarks. (LGBTQ respondent)
- Some people make discriminatory remarks or refuse to be friends with gay and bisexual people because they are worried that they might become our romantic interests. However, we too have preferences just like straight people and are not open to everyone. It's really frustrating when people misunderstand that. (LGBTQ respondent)
- I hope that the gender binary will be eliminated so that every student can live their university lives while taking pride in their gender identity and sexual orientation. (LGBTQ respondent)



## Terms related to Gender and Sexuality

### Gender

Gender is socially and culturally constructed. The following are relevant terms.

#### Gender Stereotype

What is often referred to as “masculinity” or “femininity.” These are socially accepted ideas of how men/women ought to be.

#### Gender Bias

Bias or discrimination based on gender.

#### Gender Roles

Stereotypical gender roles, such as men working outside the home or women staying at home to take care of their children and do housework.

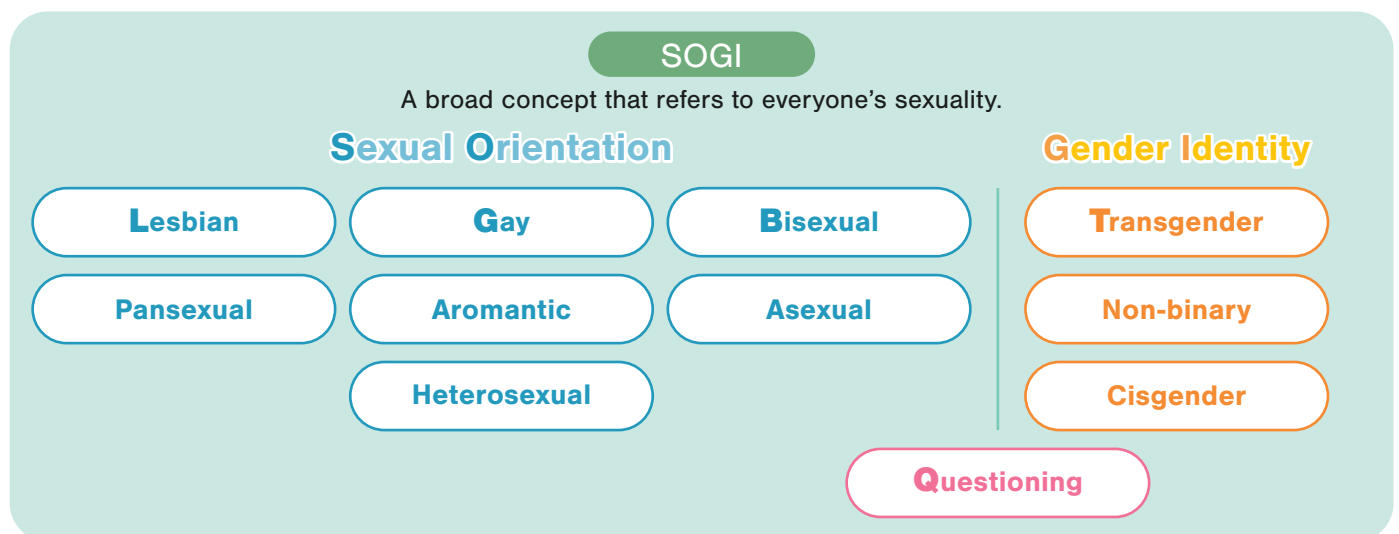
#### Unconscious Bias

Everyone has latent unconscious biases and assumptions. These are unknowingly instilled in our minds as we grow up, eventually becoming stereotypes. In particular, gender-related unconscious biases are a factor that exacerbates biases concerning gender roles in society, institutions and workplaces.

### Sexuality

SOGI is a term that combines the initial letters of “Sexual Orientation” and “Gender Identity,” which are attributes of every person. Recently, the term "SOGIE" (which includes "Gender Expression" along with the two previous concepts) has become increasingly popular.

SOGI is based on the idea that all people, including heterosexuals as well as LGBTQ people and other sexual minorities, should be treated equally as people with diverse sexualities, and is referenced internationally as a concept that is broader than LGBTQ. Everyone has sexual diversity, whether one is a sexual minority or not.



### Terms related to sexual orientation

#### Lesbian

A person who identifies as female and is attracted to women.

#### Gay

A person who identifies as male and is attracted to men.

#### Bisexual

A person who is romantically attracted to both men and women.

#### Pansexual

A person who experiences romantic and sexual desires not only for men and women but for people of all genders.

#### Aromantic

A person who experiences little or no romantic feelings towards others, regardless of gender.

#### Asexual

A person who experiences no romantic feelings or sexual desire.

#### Heterosexual

A person who is attracted to the opposite sex.

## Terms related to SOGI

### Questioning

A person who is unsure or unclear about their gender identity or sexual orientation.

### Queer

A generic term for sexual minorities. (The term “queer” may be used in place of “LGBTQ” or “sexual minority.”) Although this term was originally used in a discriminatory sense against sexual minorities, today it is used by people with diverse sexual orientations to positively refer to themselves.

## Terms related to sexual and gender identity

### Transgender

A person who is uncomfortable with the gender assigned to them at birth and who lives or wishes to live as a different gender.

Transwoman: A born male who identifies as female.

Transman: A born female who identifies as male.

### Non-binary

A person who does not identify as a specific gender, such as male or female. (The term “X-gender” is a synonym used only in Japan.)

### Cisgender

A person who identifies as their physical gender.

## Other relevant terms

### Coming out

Voluntarily disclosing one’s sexuality to others.

### Outing

Revealing another person’s sexuality to a third party against the person’s will or without the person’s consent. Outing is an unacceptable behavior because it is a serious human rights violation and may lead to a life-threatening situation.

### Ally

A person who understands, provides support to, and advocates for sexual minorities. This term refers to both LGBTQ and non-LGBTQ people.

## Column

### Reference literature and materials

The following are introductory books selected by the Dokkyo University Library staff, and recommended movies and dramas.

S. Haefelin, **Let's Talk About Real Diversity**, Junposha, 2022.

A. Murata et al., **How to be Yourself: Opening the Door to Gender**, Daiwa Shobo, 2022.

Y. Kamiya and S. Matsuoka, **LGBT and Harassment**, Shueisha Shinsho, 2020.

Documentary film: J. Cohen and B. West (director and producer), **RBG**, Fine Films, 2018.

Documentary film: B. Cotner and R. White (director and producer), **The Case Against 8**, United People, 2013.

Drama: E. Yoshida (writer), **A Couple Without Falling in Love**, NHK Enterprises, 2022.

During Pride Month in June 2024, we hosted a special exhibition at the University Library titled "Know the Pain of Others," featuring books recommended by the Committee on Diversity and Inclusion.

Scan the QR code for the reading list that provides valuable insights into gender and sexuality.



# Handling of Names and Gender



## Paperwork with a gender field

In principle, we minimize the collection of gender information and avoid including a gender field in paperwork for students whenever possible.

However, the following documents have a gender field.

### ● Paperwork for all students

- Certificate of residence (A document that students must submit as part of the admission procedure. This information is added to the school registration data and serves as basic data on the number of male and female students in the Basic School Survey, which is mandated by the Ministry of Education, Culture, Sports, Science and Technology (MEXT).)

### ● Paperwork for some students

- Survey for new law students (the gender field may be left blank)
- Student Part-Time Job Payroll Account Form (Required when starting a part-time job on campus. The gender field may be left blank.)
- Application form for Open House Days
- Application form for credit transfer with other universities

### ● Documents of other organizations that the University accepts on their behalf

- Scholarship applications
- Application forms for certification courses
- Application forms for foreign language certification exams
- Application forms for teacher training, nursing care internships, and so forth

## Handling of names

### ● Changes in one's name or gender in the family register

Submit the "Application for Change of Name or Use of Alias, etc." Copies are available at the Student Affairs Division (Student Center 1F).

As supporting documents, the following two documents are required.

- (1) A certified copy of the family court decision regarding the gender change
- (2) A certified copy of the updated family register (certificate of all matters)

After completing the change procedure, the newly registered name will appear in all certificates issued by the University.

### ● If you wish to use a self-identified gender and alias

Submit the "Application for Change of Name or Use of Alias, etc." Copies are available at the Student Affairs Division (Student Center 1F).

If using an alias due to gender dysphoria, a medical certificate issued by a medical institution or equivalent entity is required as a supporting document. If using an alias, the name on university-issued documents will appear as follows:

#### <Documents that use aliases>

- Student ID
- Student Discount Card
- Student roster (The gender specified by the student is shown.)

#### <Documents that use the name in the family register> The following documents do not show genders.

- Certificate of Enrollment
- Academic Transcript
- Medical Examination Certificate
- Certificate of Graduation
- Degree Certificate

#### <Note>

- If you change your alias in the middle of a semester, we recommend filing the notification at least two months before the new semester begins to avoid confusion in attendance management, evaluation, and other areas.
- The alias will also appear on documents submitted to guarantors (grade reports, tuition payment information, and so forth).

## Reissuing of student IDs

If you change your name in the family register or change to an alias, you may choose to update your student ID photo. If you wish to change your student ID photo, fill out and submit the "Application for Change of Name or Use of Alias, etc." Student ID cards are reissued free of charge.



## University Facilities



### Restrooms

The campus has multifunctional restrooms for everyone's use regardless of gender.

The East and West Classroom Buildings and Amano Teiyu Hall have a multifunctional restroom on each floor, and some restrooms have changing tables. Buildings 4 and 6 have a multifunctional restroom on the first floor. For details, please refer to the "Accessibility map" and "Multifunctional restroom quick reference" on page 15.

The Dokkyo University Community Square on the north side of the campus also has an all-inclusive (multifunctional) restroom with a changing table.

### Changing rooms and shower rooms

You can find men's and women's changing rooms in the following three locations.

▶35th Anniversary Center 1F ▶Student Center 2F ▶Dokkyo University Community Square

Shower rooms are located in the changing rooms on the first floor of the 35th Anniversary Center and the second floor of the Student Center as well as on the first floor of the Student Center Annex. The shower rooms in the Student Center Annex are available only to alumni association members and students who are taking sports and recreation courses.

Currently, there are no gender-neutral or private changing rooms or shower rooms. Please use the multifunctional restrooms with changing tables. (See the "Multifunctional restroom quick reference" on page 15.)

### Student dormitories

The women's student dormitory Keiwa-kan is a 3-minute walk from Dokkyo Daigaku-mae Station. Each apartment consists of a private room (single occupancy) and a shared kitchen for three. To date, this dormitory has never had a transwoman (born male who identifies as female) resident.

We recommend external men's and women's dormitories that provide meals, which are operated by Kyoritsu Maintenance Co., Ltd. and located along the railway lines. For more information, please search for "recommended dormitories" on the University website.

## University Life



### Classes

The University encourages teaching and administrative staff to practice the following:

#### ● How to refer to students

- Regarding honorifics, use "XX-san" rather than "Ms./Mr." or similar (including in classes taught in foreign languages).
- On the first day of class, ask each student what they want to be called, and refer to them according to their preference.
- When referring to a student whose name you do not know, identify them by saying something like "you in the white shirt in the last row" rather than "the man in the last row."

#### ● Groupwork and other activities

Instruct students to form groups that facilitate diverse opinions or fulfill similar goals rather than splitting students into groups by gender or forming groups with equal numbers of men and women.

If you wish to request special consideration with respect to room assignment, bathing time, and other topics for occasions such as seminar camps, please speak to a faculty member first. The faculty member will work with you to identify the specific considerations and solutions while respecting your wishes to the extent possible.

#### ● Diversity-related courses

Dokkyo University offers diversity-related courses. Please scan the QR code to access the University website for more details.



### Education Preservice Training

If you have concerns about restrooms, changing rooms, clothing, and so forth at an educational training or nursing care internship site, the personnel of the Licensure and Curriculum Section (East Building 1F) are available for one-on-one consultation.

Since it may take time to find a hosting organization that meets any particular requests for gender-neutral facilities for your training, depending on the organization's system and circumstances, we recommend speaking to them upon assignment after enrolling in the teacher training program.

## Study abroad

The International Center (Amano Teiyu Hall, 2F) provides individual consultations for long-term study abroad programs (such as exchange and accredited study abroad programs) lasting six months to one year, as well as short-term study abroad programs (such as foreign language study programs) lasting approximately two to four weeks, typically offered in the summer and spring.

At the study destination, your name and gender will be handled based on the information recorded on your passport, which serves as an official document. However, if you are studying at one of our partner universities through an exchange program, we can collaborate with the partner university to provide additional support.

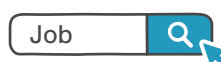
Accommodations for short-term study abroad programs may include university dormitories or host families' residences. If you reach out to us in advance regarding any concerns, we will coordinate with the hosting institution to do our best to meet your preferences.

## Medical examinations

We conduct medical examinations once a year from the end of March to the beginning of April by gender, department, and grade. We will inform you of the medical examination schedule around mid-February, so if you would like to request any accommodations, please contact the Health Center.

Phone: 048-946-1944

## Job Hunting



Students can consult the Career Center (Amano Teiyu Hall 1F, east side) regarding their career paths, employment, and internships. For such consultations, students can request a specific advisor.

We proactively collect information on LGBT-friendly companies and introduce them on the bulletin board in the Career Center.

\* You can download a resume with the university's name that does not have a gender field from the "Download Center" on PorTa II.

### <Job search websites operated by external organizations>

- **DIVERSITY CAREER FORUM: Japan's largest career forum for diversity**

Operated by a certified NPO, ReBit. Provides information on various events, job hunting tips, and initiatives of LGBT-friendly companies.



- **JobRainbow: A diversity-focused job search website**

Features LGBTQ job search guides, testimonials, and a list of LGBT-friendly companies, etc.



## Column

### Japan Ranked 118th in the World on the Gender Gap Index

According to the Global Gender Gap Report 2024 by the World Economic Forum (WEF), Japan's overall score on the Gender Gap Index, which measures the gender gap by weighting the data used in each of the economic, education, health, and political sectors, is 0.663. Japan ranked 118th out of 146 countries, the lowest among developed countries and lower than many other Asian countries, including South Korea, China, and the ASEAN nations.

All members of Dokkyo University should work together to realize a society with gender equality.

The bureau reports on Japan's current status in international gender equality indices, such as the "Gender Gap Index 2024," published by the WEF.



World Economic Forum  
Global Gender Gap Report 2024





## Action Plan for Promoting Diversity



Let's start with what we all can do so that everyone can enjoy comfortable university lives.

### 1 Use positive language that assumes sexual minorities may be in the room.



**Positive words**  
Lesbian, gay, bisexual, transgender, etc.



**Negative words**  
Fag, faggot, dyke, queen, fairy, homo, etc.

### 2 Outing is never acceptable!

One's sexuality is extremely sensitive personal information. Carelessly disclosing someone's sexuality to third parties may seriously affect the person's life even if you do not have malicious intent. If you hear someone gossiping, step in and tell them to stop.



### 3 Don't gossip about or laugh at sexual minorities.



"Is she a lesbian?"  
"Was the person who just walked by a man or a woman?"  
"You guys are such faggots."



## Q & A

**Q.** Why is it called "coming out" for someone to announce that they are LGBTQ?

**A.** The origin of this expression is the phrase "coming out of the closet." This metaphor equates not being able to be oneself with being stuck in the closet, and one can come out of the closet by revealing one's true self. Sometimes, the state of not having come out yet is referred to as "being in the closet."

**Q.** When someone comes out to me, how should I respond?

**A.** If someone comes out to you, it may be because they trust you. Before doing so, they are likely to worry whether you will accept their true self, and it takes courage for them to tell you. So first, thank them for telling you. Even if you are confused, do not rush or reject them, and listen thoroughly to what they have to say.

**Q.** I am straight, but someone of the same sex asked me out and I cannot accept their proposal. How should I treat them from now on?

**A.** Just as when someone of the opposite sex asks you out, first thank them, and then tell them sincerely that you cannot go out with them because you are straight. In this way, you should be able to avoid hurting them. Next, tell them how you honestly feel about them, such as by saying, "Let's stay friends."

Do not make remarks that denigrate their character such as "Disgusting" or "Ridiculous," and do not make fun of them with words like, "Are you kidding me?" It is important to take them seriously. Also, do not tell your friends that the person asked you out. Please be sure to refer to the column below titled "A Tragedy Caused by Outing".

## Column

### A Tragedy Caused by Outing

"In April 2015, a male graduate student at Hitotsubashi University told a male classmate that he liked him. In June, that classmate told a group of friends on a chat app that the male student was homosexual. In August, the student in question jumped to his death from the roof of a school building." ("Court rules that outing constitutes a violation of moral rights," The Nihon Keizai Shimbun, Morning Edition, p. 33, December 29, 2020.)

The late student's parents sued the university and his classmate for damages, but the court in the first instance dismissed the bereaved family's claim (the plaintiffs reconciled with the classmate). On appeal, the Tokyo High Court did not find the university responsible but referred to revealing someone to be homosexual (outing) as a "serious and unacceptable violation of moral and privacy rights."

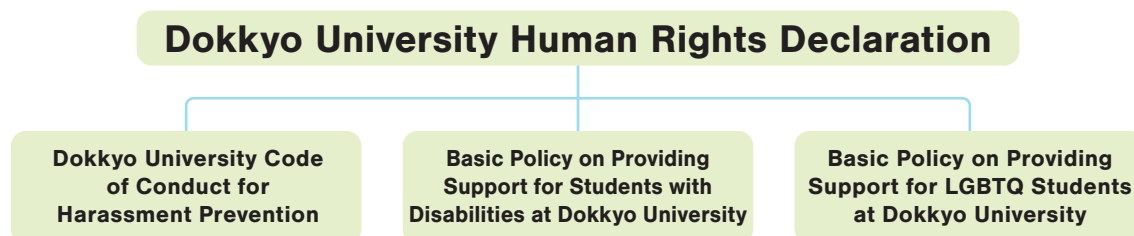
Should you fall victim to outing, speak to the Student Affairs Division. We will take necessary actions in cooperation with the relevant university divisions and other parties. Also, if someone has come out to you and you do not know what to do, consult with the Student Affairs Division.

# Dokkyo University's Approach to Human Rights

In August 2020, Dokkyo University established the "Dokkyo University Human Rights Declaration." In the spirit of "protecting human rights and respecting diversity" and "not tolerating prejudice and discrimination" as stated in this declaration, we have established the following.

- Dokkyo University Code of Conduct for Harassment Prevention
- Basic Policy on Providing Support for Students with Disabilities at Dokkyo University (refer to the University's website)
- Basic Policy on Providing Support for LGBTQ Students at Dokkyo University

To realize these goals, we will proactively engage in educational activities and institutional development.



## Dokkyo University Human Rights Declaration

In line with its founding philosophy, "A university is an institution where character is developed through learning," Dokkyo University is committed to providing a supportive environment for human growth and development predicated on respect for human rights and equal opportunities for academic study and research.

1. Dokkyo University is committed to compliance with national and local laws and regulations as well as the University's own founding principle and internal rules and regulations.
2. Dokkyo University respects human rights and celebrates diversity in accordance with the principle that all people are born equal. This commitment extends to students, teaching and administrative staff, and all other persons associated with the operations of the University.
3. Dokkyo University does not tolerate any form of prejudice or discrimination on the grounds of individual attributes such as nationality, sex, religion, age, ability, sexual orientation or gender identity. The University is committed to providing a supportive and welcoming workplace and study environment for teaching and research. To this end, any acts of a discriminatory nature will be met with appropriate disciplinary action.
4. Dokkyo University is committed to implementing systems and structures that are designed to encourage a more diverse student body, teaching and administrative staff, and all other persons associated with the operations of the University to promote accepting, outstanding and innovative teaching and research environments.
5. Dokkyo University pledges to work closely with regional institutions to promote the development of inclusive and welcoming social structures predicated on mutual respect for individuality and personality.

August 15, 2020  
Dokkyo University

## Dokkyo University Code of Conduct for Harassment Prevention

Dokkyo University aims to embody the Founding Philosophy as espoused by our founder, Teiyu Amano, in his President's Address entitled "A university is an institution where character is developed through learning" (May 15, 1968), citing Article 1 of the Universal Declaration of Human Rights.

In the spirit of the Universal Declaration of Human Rights, the Founding Philosophy, and the Dokkyo University Human Rights Declaration, Dokkyo University shall strive to realize an environment in which the human rights of our teaching and administrative staff (hereinafter referred to as "Members") and all other persons associated with the operation of the university are fully protected, diversity is respected, each person is accepted as they are, and personal dignity is safeguarded.

Dokkyo University shall endeavor to prevent and, if necessary, take measures against any unwanted, disrespectful, or socially inappropriate behavior that harms the learning, education, research, or working environments of others or causes physical or mental suffering to others (hereinafter, "harassment") through words or actions concerning gender, sexual orientation, gender identity, social status, race, nationality, creed, age, occupation, medical history, disability, physical characteristics, any other attribute, or an individual's dignity or personality.

Dokkyo University has set out the following Code of Conduct for its Members.

1. We will not engage in harassment of any kind.
2. We will not tolerate harassment of any kind, and we will ensure that any harassment is met with appropriate disciplinary action in order to maintain a supportive and welcoming workplace and study environment for teaching and research.
3. Through learning about harassment prevention by way of providing training sessions on harassment prevention, we will strive to increase our knowledge and actions in support of ensuring that staff, faculty and our students do not undermine the dignity of others as individuals or members of associated minority groups.
4. We will act responsibly as members of Dokkyo University by complying with national and regional laws and regulations, the Founding Philosophy of Dokkyo University, university rules, and other norms in accordance with our university aims and commitment to ethical standards of behavior.

April 1, 2021  
Dokkyo University

# Basic Policy on Providing Support for LGBTQ Students at Dokkyo University

## 1. Basic Philosophy

Dokkyo University protects the human rights of every student based on the “Dokkyo University Human Rights Declaration.” We do not tolerate prejudice or discrimination based on sexual orientation or gender identity, and we provide a place where students can access academic opportunities equally and grow as ethically-minded people.

## 2. Consultation Services

For consultation services, three divisions work together to provide support based on the identified needs of students: the Academic Affairs Division provides academic support; the Student Affairs Division provides university life support; and the Career Center provides career development support. Students can also consult with the Counseling Center and the Health Center.

## 3. The Gender, Alias, and Registered Name Shown on Certificates, etc. (as of April 1, 2025)

<Documents for which aliases can be used (requires notification by the student)>

- Student ID • Student Discount Card • Student roster (The gender specified by the student is shown.)

<Documents that use the name in the family register>

- Certificate of enrollment • Academic transcript • Medical examination certificate • Certificate of graduation • Degree certificate

\* Although the resume with the university name that is available at the campus kiosk has a gender field, you can download a resume with the university name that does not have a gender field from the “Download Center” of PorTa II, the University portal.

## 4. Privacy Rights

We are committed to preventing the disclosure of information related to one’s sexual orientation or gender identity without one’s consent, known as “outing.”

## 5. Educational and Training Activities

We will carry out training and other educational activities aimed at preventing prejudice and discrimination based on sexual orientation, gender identity, and other aspects of one’s identity.

## 6. Multifunctional Restrooms

The campus has multifunctional restrooms for everyone’s use regardless of gender.

## 7. Confidentiality

We will not divulge obtained information to others without the consent of the individual in question.

April 2021(updated in April 2025)  
Dokkyo University

## Column

### Local Governments Are Joining in Efforts to Respect Diversity

In 2022, Saitama Prefecture enacted the "Saitama Prefecture Ordinance for Creating a Society Where Sexual Diversity Is Respected" with the aim of realizing a society in which people can live in peace without being discriminated against based on their sexual orientation or gender identity. The prefecture launched specialized consultation services for LGBTQ people and those around them (refer to "Nijiirō Kenmin Sodan" on page 14). In October 2024, Dokkyo University joined the "Saitama ALLY University Network," which was established alongside other universities and junior colleges with campuses in the prefecture. We will continue collaborating with various organizations to expand initiatives that promote respect for gender diversity and create an accommodating and reassuring environment where gender diversity is valued among all students and teaching and administrative staff members.

In addition, an increasing number of municipalities are implementing partnership systems for same-sex couples, and Soka City, where Dokkyo University is located, also launched a partnership oath program in December 2021. Although this program does not bestow rights, obligations, and legal effects equivalent to those of marriage, it is intended to reduce the issues and hardships faced by sexual minorities and to realize a city where sexual minorities can fully live as they like by providing external proof of their relationships, such as a certificate of receipt of the partnership oath.

**Saitama ALLY University Network**



**The Soka City Partnership Oath Program.**



# Consultation Services

## Dokkyo University Organizations

### Student Affairs Division (Student Center 1F)

When you are unsure about which organization to consult, start by speaking to the Student Affairs Division. We have interview rooms so that you can speak at ease without worrying about your privacy being violated. You can also email us about your concerns. ✉ [diversity@stf.dokkyo.ac.jp](mailto:diversity@stf.dokkyo.ac.jp)

### Counseling Center

(Amano Teiyu Hall 1F, Central area)

We are here to help you with any problems that you do not know how to deal with and may be hesitant to speak to your parents or friends about. The “Kokoro no Kyukei Shitsu” (Resting Room for the Soul) in the Counseling Center features a library section with books on gender and sexuality.



### Health Center

(Amano Teiyu Hall 1F, East side)

School physicians, mental health counselors (clinical psychologists, licensed psychologists, and others), public health nurses, and other nurses are available to help you. Please refer to the Health Center's website for information on the various types of consultation services. We can also make referrals to medical institutions.



## External Organizations

### Yorisoi Hotline

(Social Inclusion Support Center)

Services are available 24 hours a day, 7 days a week. There are no consultation or calling fees. They do their utmost to help everyone find solutions to whatever problems they face. For consultations regarding sexual minorities, follow the guidance and press #4.

Phone: 0120-279-338 Fax: 0120-773-776  
(for those who have difficulty hearing on the phone)



### Nijiirō Kenmin Sodan

(Saitama LGBTQ Consultation services for prefectural residents)

This service is available to those who live or attend school in Saitama Prefecture and have concerns about their sexual orientation or gender identity as well as those who know such a person who may be in need of such services. Services are also available via the LINE app and in the metaverse space.

Every Saturday (except the year-end and New Year holidays)  
from 6:00 pm to 10:00 pm (calls accepted until 9:30 pm)  
Phone: 0570-022-282 Service is also available via the LINE app.



### Tsunagaru Nijiirō Online

(SOGIE Consultation & National Social Welfare Council)

The council offers free LINE consultation services for 3 hours daily and hosts online meetups.



### Tokyo Bar Association Sexual Minority Telephone Legal Consultation

Lawyers with expertise in sexual minority legal issues are available for consultation. There is no charge for telephone consultations. Consultations are scheduled for the second and fourth Thursdays of the month (or the following Friday if the day in question is a national holiday) from 5:00 pm to 7:00 pm. Phone: 03-3581-5515



### NIJIIRO DIVERSITY

(Certified NPO Nijiirō Diversity)

This NPO provides a list of consultation contacts nationwide. It is an organization that aims to realize a society without SOGI-based disparities. Its website features research and studies on LGBT and other information.



### Ally Teacher's School

(Certified NPO ReBit)

This NPO publishes a variety of references and articles related to diverse sexualities and information on consultation services. Some of these services are available not only to LGBT individuals but also to people around them.



## Related Information

### On Gender

#### Cabinet Office

Educational Video: "Eliminating Unconscious Assumptions (Unconscious Bias) Regarding Gender (Part 2)," 2024



### On Sexuality

#### MEXT

"Implementation of Detailed Measures for Students Related to Gender Identity Disorder, Sexual Orientation, and Gender Identity (For Teaching and Administrative Staff)" 2016



#### Japan Student Services Organization (JASSO)

"Measures for Better Understanding of Diverse Sexual Orientations and Gender Identities at Universities and Other Institutions (Educational Materials for Teaching and Administrative Staff)" 2018





# Accessibility Map

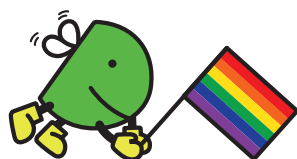


## \* OiTr available in women's restrooms

We have installed OiTr (free sanitary napkin dispensers) in 18 women's restroom stalls across the first floor of the Classroom Buildings, Student Center (including the annex), University Library, and Community Square.

## Multifunctional Restroom Quick Reference

	Floor	Location	Door	Ostomate	Diaper changing table	Dressing table	Notes
East Building	1F-5F	Central Building side	Swinging	1F only	2F only	○	
50th Anniversary Center (West Building)	1F	Central Building side	Automatic door	○	○	○	
	2F-4F	West side	Sliding			2F only	
Amano Teiyu Hall (Classrooms) (Library)	1F-5F	Near the Dome	Sliding			1F only	Baby chairs available on 1F.
	1F-3F	West side	Sliding				
Building No. 4	1F	In the women's restroom	Sliding				
Building No. 6	1F	One each near the men's and women's restrooms	Automatic door				
Central Building	1F	In the men's and women's restrooms on the West Building side	Sliding				
Student Center	1F, 3F, & 5F	Near the central staircase	Sliding	1F only	1F only		
35th Anniversary Center	1F & 2F	Near the bookstore on 1F. In the cafeteria on 2F.	Sliding				
Student Center Annex	1F	Two locations on the side of the 35th Anniversary Center	Sliding	○	○		
Dokkyo University Community Square		Near the Entrance Hall	Sliding	○	★	○	Care bed installation ★ Available in the men's and women's restrooms.



Dokkyo University's mascot "Dokuta-kun" carries a rainbow flag in six colors—red, orange, yellow, green, blue, and purple. This symbolizes understanding and empathy for diverse sexualities. In addition to sexual minorities, Allies (see page 5) can display and wear rainbow colors to demonstrate their support.

Dokkyo University Committee on Diversity and Inclusion  
(Student Affairs Office, Student Affairs Division, Student Center 1F)  
Email: [diversity@stf.dokkyo.ac.jp](mailto:diversity@stf.dokkyo.ac.jp)  
Phone: 048-946-1670  
Reception hours: Monday through Friday from 9:00 am to 5:00 pm



Committee on Diversity  
and Inclusion  
X