

## Consultation Desks

### Office for the Promotion of Diversity (D&I Consultation Desk)

This desk is for inquiries regarding the university's system and structure related to D&I. It also plays a "concierge" role for those unsure of where to get consultation.



### Disability Services Office



### International Office



### Health Center



### Student Support Center (Consultation Desk for General Inquiries)



## References

### Guidelines for Promoting Diversity and Inclusion



### Declaration to promote Diversity and Inclusion/ Basic Policy for Promotion of Diversity and Inclusion



### Accessibility Map for Kagawa University



## Office for the Promotion of Diversity, Kagawa University

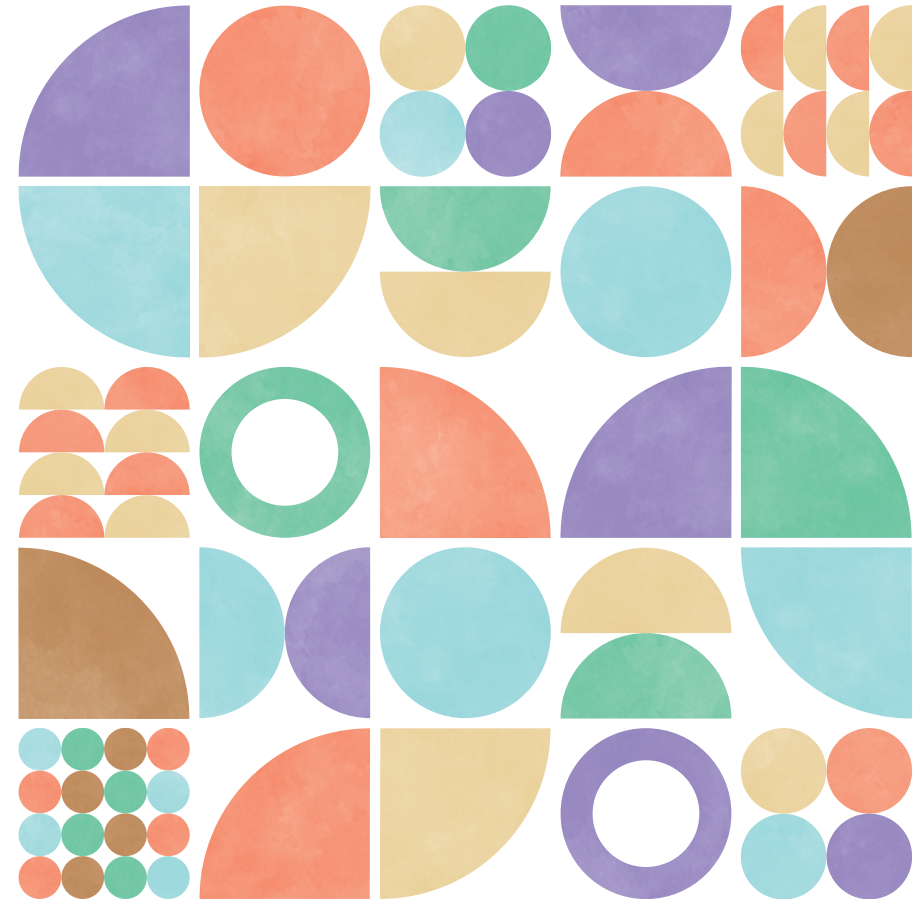
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# Guidelines for Promoting Diversity & Inclusion

## Kagawa University



In order to respect the diverse personalities, values, and ways of thinking of every member in the institution equally, and to promote "Diversity and Inclusion (D&I)" with which everyone can thrive, Kagawa University formulated the "Basic Policy for Promotion of D&I" in October 2021.

From this standpoint, Kagawa University shall aim to create an environment in which those of diverse backgrounds can study, do research, and work safely and securely, by establishing guidelines for four categories (Gender Equality, Respect for Gender Diversity, Support for Persons with Disabilities, Multicultural Coexistence), and actively implementing educational activities to promote an understanding of D&I.

# What is **D** (Diversity) & **I** (Inclusion) ?

Diversity includes a wide range of gender, sexual orientation and gender identity, race, nationality, ethnicity, language, religion, disability, age, and lifestyle.

Inclusion means respecting and acknowledging individual differences, and collaboration to ensure that everyone can play an active role based on their distinct strengths, while encouraging all members to collaborate and cooperate with one another.

## Gender Equality

Regional Collaboration,  
Information Dissemination

Career Development Support for  
Female Students, Researchers,  
Faculty and Staff

Realization of Work-life Balance

## Removal of Impediments to Gender Equality and Prohibition of Harassment

Based on the results of periodic questionnaires and interviews on campus, the university will analyze factors that impede gender equality, and implement specific measures to remove them.

The university is committed to raising awareness of "Kagawa University Harassment and Sexual Violence Prevention Rules," strengthening education and training on harassment, and working towards improving its consultation system.



## Support for Persons with Disabilities

Prohibition of "Unfair and Discriminatory  
Treatment"

Unfair and discriminatory treatment will be judged on a case-by-case basis. Not allowing students to take classes or to participate in research guidance, practical training or fieldwork due to a disability, are examples of unfair and discriminatory treatment. Preventing a person from attending guidance meetings and symposiums and similar events because of a disability are further examples of such treatment.

Provision of Reasonable Accommodation

Reasonable accommodation refers to making provisions for people with disabilities based on their own situations. Clear examples of this are the provision of barrier-free buildings, assignment of necessary staff, and improvement of information accessibility. Providing parking spaces near classrooms that students often use, and changing classrooms to ones that are more accessible are also two examples of this.

Promotion of  
Understanding

We conduct training and awareness activities for faculties and students to deepen their understanding of disabilities. We also train peer supporters to assist students with disabilities.

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### What is a Peer Supporter?

Peer support refers to support activities by students for students. Examples include wheelchair mobility support, in-class note-taking support, and campus accessibility inspections.

## Initiatives at Kagawa University

## Respect for Gender Diversity

Complete Protection of  
Personal Information

Use of an Alias

A name change can be made according to the "Kagawa University Guidelines on the Use of an Alias by Students, etc." without notifying the guarantor.



Description of Gender on Certificates

Even if gender is to be indicated on a certificate issued by the university to students, faculty or staff, the university can issue one without indication of gender upon request in some cases.

In Classes

The university will ensure that students are not excluded or have their dignity violated on the basis of sexual orientation, gender identity, etc. in their classes.

The university will recommend addressing students during classes, etc. using their preferred name instead of a name that differentiates male and female, and work to raise awareness of avoiding unnecessary grouping based on gender.

Cross-cultural Understanding  
and International Exchange in  
Local Communities

Each faculty offers classes on cross-cultural understanding and intercultural cohesion, as well as study abroad programs, between overseas partner universities, international internships, etc. The university also implements global education programs in coordination with stakeholders in local communities.

The Global Café, which belongs to the International Office, provides opportunities for multilingual learning and cross-cultural exchange, and promotes international exchange among students, faculty and staff, and local communities.

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Each campus has a multipurpose room that can be used for worship. Please inquire at the International Office or the faculty office for details.

Facility Provisions

The university will make further improvements to signage and maps for multipurpose restrooms and changing rooms, etc. and make these facilities user-friendly.

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### Things you should know to respect gender diversity

LGBT

The letters LGBT stands for Lesbian, Gay, Bisexual, and Transgender.

"LGB" refers to Sexual Orientation and "T" refers to Gender Identity, and some people do not fit into the LGBT category.

SOGI

The letters SOGI stands for Sexual Orientation and Gender Identity, and each of us has a unique SOGI.

outing

Disclosing information about someone's sexual orientation and gender identity without the person's consent (outing) are considered power harassment. In addition, any behavior based on prejudice regarding sexual orientation or gender identity is also considered sexual harassment.

Support for Students, Faculty,  
and Staff those who do not speak  
Japanese as a first language

Information intended for students, faculty, and staff is provided on campus based on their language needs. International students are assigned supporters to help them with their daily lives and tutors to help them with studying and research, as well as Japanese language instruction. At our international dormitories, Japanese student residence tutors are assigned to provide support for the daily lives of international students, respond in the event of an emergency, and promote interaction between residents.

Multicultural  
Coexistence