

# Kyushu University Principles and Guidelines on Gender and Sexual Diversity

(As of April 2022)

## I Basic Policy

Since its establishment in 1911, Kyushu University has been carrying out the exploration of knowledge on the spiritual basis of academic freedom and curiosity, respecting creativity and diversity.

Kyushu University has declared in its Education Charter that it shall ensure the respect for human life and human dignity, and in its Research Charter that it shall function as an institution open to the public and aim at bringing up persons to whom we can entrust our future. In 2011, when it marked its 100th anniversary, it advocated its mission to actively serve as a top-level education and research hub addressing the issues of tomorrow. Upon becoming a designated national university corporation in November 2021, it formulated "Kyushu University VISION 2030," according to which it aims to become a "university that drives social change with integrative knowledge" by attracting excellent researchers and accelerating research and innovation that lead to new value creation.

In light of the principles and vision mentioned above, Kyushu University recognizes its responsibility for ensuring that all of its students and employees can enjoy the respect of their own individuality and can be the way they are on its campus.

Based on the understanding of gender diversity, and with the objective of realizing an environment where all students and employees can fully demonstrate their own individuality and capability, regardless of gender, gender identity, sexual orientation, etc., Kyushu University advocates the following as its basic policy:

Based on the understanding of gender diversity, Kyushu University shall, in relation to gender, gender identity, sexual orientation, etc.:

- (1) prohibit discrimination and harassment;
- (2) respect self-decision;
- (3) remove psychological and physical barriers to study and work; and
- (4) improve the understanding among students and employees.

## II Basic Knowledge on Gender and Sexual Diversity

### 1. LGBTs

LGBT is a term referring to sexual minorities. It is an initialism that stands for lesbian (homosexual women), gay (homosexual men), bisexual (those who are romantically or sexually attracted to males and females), and transgender\* (people with a gender identity that is different from the sex assigned at birth).

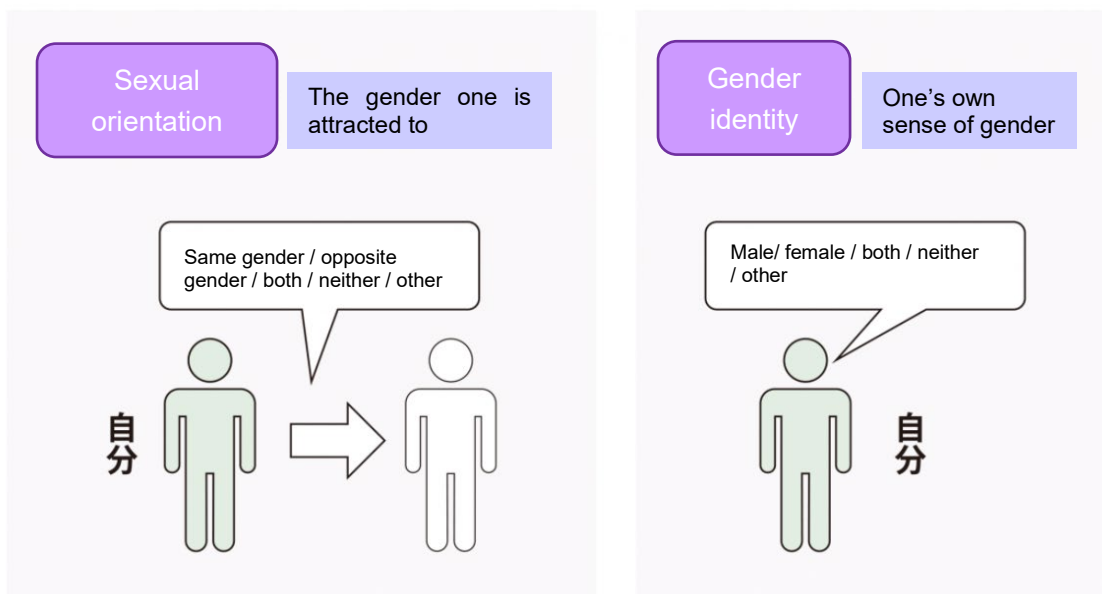
Recently, the term “LGBTs” has also been used more frequently in order to also include other sexual minorities that do not fall under the above four categories, such as intersex (a variety of conditions in which a person is born with sexual anatomy that does not fit either of the typical binary sexes).

\* The terms “gender identity disorder” and “gender dysphoria” are also used in place of “transgender.” However, the World Health Organization (WHO) categorizes transgender as “conditions related to sexual health,” not “mental, behavioral or neurodevelopmental disorders.”

### 2. Sexual Orientation and Gender Identity

Sexual orientation refers to the gender one is romantically or sexually attracted to. Gender identity is the personal sense of one’s own gender. In terms of LGBTs, sexual orientation is mainly related to the LGB part, while gender identity mainly concerns the T part. However, sexual orientation and gender identity are not topics only relevant for LGBTs, but concern all people.

Sexual orientation and gender identity are determined by a complex combination of inborn and acquired factors. They stem from the inherent diversity of human sexuality and should be respected as a human right.



### 3. Coming Out

#### (1) Difficulty of coming out

It is not easy for LGBTs to come out. Coming out has the potential to transform relationships and social standing. Coming out can be a serious decision, as people do not identify themselves as LGBTs from birth, but rather accept themselves as such through a series of daily discomforts. On the other hand, it may also be a significant event for people who hear it. Some people can accept it with no problem, while others find it more difficult, because of the diversity of sexual values.

#### (2) When coming out

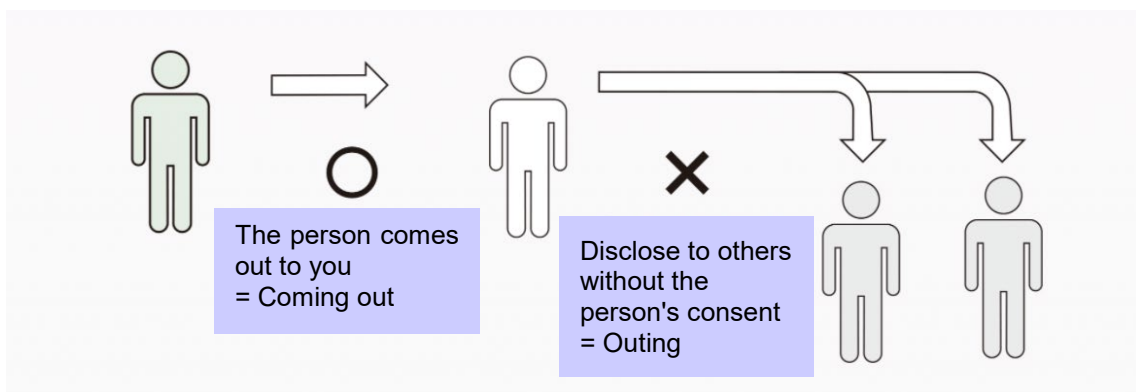
Coming out involves various risks. If you are unsure whether or not you should come out, or if you are not sure whether you fall under LGBT in the first place, we recommend that you seek advice from among several trusted professionals and support organizations (See VI. Consultation Services). It is also beneficial to read books on coming out. When coming out, it is said that it is best to do so gradually, from people around you whom you trust, and at a pace that suits you.

#### (3) When someone comes out to you

It is important to remain calm and listen carefully to what they have to say. It is also important not to pretend to understand, but to ask them to let you think it over slowly and ask for necessary explanations. However, refrain from saying or doing anything that does not respect the person's coming out.

### 4. Outing

Outing is disclosing someone else's sexual orientation or gender identity to a third party without that person's consent. When someone comes out to you, you may not know how to take it and want to talk to someone else. However, outing can cause a great deal of emotional distress to the person. If you find it hard to handle it on your own, ask the person who has come out who you should talk to or consult a specialist (see IV. Consultation Services).



### III. Support System at Kyushu University

#### 1. For Students

##### (1) Handling of name and gender information

###### (i) Use of alias

On campus, names listed in the school register are used, which are real names (names on the family register), in principle. If you wish to use a nickname based on your self-identified gender, please consult with the student affairs office and follow the prescribed procedures.

###### [Consultation Desk]

- Student affairs office for each department (undergraduate and graduate)  
URL: [https://www.kyushu-u.ac.jp/en/contact/student\\_section](https://www.kyushu-u.ac.jp/en/contact/student_section)
- Counseling Health Sciences Center (health consultation office) Tel: 092-802-5881

###### (ii) Indication of gender information in rosters

As a general rule, gender information is omitted from rosters and other documents that are released to an unspecified number of students and faculty members. Since gender information can fall under the category of special care-required personal information (under the Act on the Protection of Personal Information Held by Incorporated Administrative Agencies, etc.), the university takes care to ensure that gender information is not made public in a manner unintended by the person concerned.

###### (iii) Handling of gender information on documents, certificates, etc.

Currently, the indication of gender information on documents and certificates is as summarized below. If you wish to use your self-identified gender in documents with gender statements, please contact the consultation desk. Although we do our best to accommodate your requests, please understand that it may not always be possible. The university intends to continue to improve the situation by reviewing whether it is necessary to include gender information on each document.

###### ■ Gender information in major documents submitted to the university (as of April 2022)

###### <Documents without gender information>

Application form for enrollment/tuition fee exemption, training camp/tour notification, motorcycle commuting notification, Kyushu University resume (for job hunting), list of members of recognized organizations

###### <Documents with gender information>

Certificate of commuting (commuter pass application form), application form for Ito Campus Dormitory

###### ■ Gender information in major certificates and other documents issued by the university (as of April 2022)

###### <Documents without gender information>

Student ID card, enrollment certificate, transcript, certificate of expected graduation (completion), degree certificate, student discount certificate

<Documents with gender information>

Health examination certificate (Consultation on the indication of gender information available)

[Consultation Desk]

- Student affairs office for each department (undergraduate and graduate)

URL: [https://www.kyushu-u.ac.jp/en/contact/student\\_section](https://www.kyushu-u.ac.jp/en/contact/student_section)

## (2) On-campus support system

Kyushu University takes into consideration sexual orientation and gender identity in various aspects of student life. It strives to create an educational environment in which individuals can reach their full potential, while conducting various awareness activities to promote understanding for gender/sexual minorities. If you have anything you would like to talk with us about in relation to the following or other matters, please contact the consultation desk.

- (i) Classes: Use of locker rooms, off-campus training involving overnight stays, group assignments, etc. (Student affairs offices)
- (ii) Job hunting: Internships, concerns during and after job hunting, career-related consultations, etc. (Student affairs offices)
- (iii) Study abroad programs: Considerations for study abroad programs, etc. (Study Abroad, International Student Exchange Division, International Affairs Department; study abroad program offices)
- (iv) Student life: Dormitories, extracurricular activities, clubs, dress codes at the entrance ceremony, degree conferment ceremony, etc. (Student affairs offices)
- (v) Medical checkups: Please consult with us in advance for an individualized checkup. We will do our best to accommodate your request. (Counseling Health Sciences Center (Center for Health Sciences))

[Consultation Desk]

- Student affairs office for each department (undergraduate and graduate)

URL: [https://www.kyushu-u.ac.jp/en/contact/student\\_section](https://www.kyushu-u.ac.jp/en/contact/student_section)

- Counseling Health Sciences Center (Center for Health Sciences) Tel: 092-802-5881

## 2. Faculty members

### (1) Handling of name and gender information

#### (i) Use of alias

In principle, the name of a faculty or staff member to be used at the university is the name on the family register. However, unless otherwise restricted by laws or regulations, an alias may be used by following the prescribed procedures.

(ii) Indication of gender information in rosters

As a general rule, gender information is omitted from rosters and other documents that are released to an unspecified number of students and faculty members. Since gender information can fall under the category of special care-required personal information (under the Act on the Protection of Personal Information Held by Incorporated Administrative Agencies, etc.), the university takes care to ensure that gender information is not made public in a manner unintended by the person concerned.

(2) Faculty and staff benefits, etc.

At Kyushu University, employees with partners (referring to the employee's life partner, regardless of gender, who lives together continuously with the employee through mutual cooperation) are entitled to the same benefits, etc. as employees with spouses (except for those provided under the systems of the national government and MEXT Mutual Aid Associations), as described below.

Classification	Applicable benefit program	Note
Leave	<ul style="list-style-type: none"><li>▪ Marriage leave</li><li>▪ Leave for the birth of a spouse</li><li>▪ Leave to care for a child due to the birth of a spouse</li><li>▪ Child nursing care leave</li><li>▪ Nursing care leave</li><li>▪ Bereavement leave, memorial leave</li></ul>	
Leave	<ul style="list-style-type: none"><li>▪ Childcare leave, partial leave for childcare</li><li>▪ Nursing care leave, partial leave for nursing care</li><li>▪ Spouse accompaniment leave</li></ul>	
Limitation on / Exemption from work	Limitation on overtime work and exemption from late-night work for employees raising children or providing nursing care	
Allowance	<ul style="list-style-type: none"><li>▪ Dependent allowance</li><li>▪ Housing allowance</li><li>▪ Allowance for transfer not accompanied by family</li></ul>	Documentation of factual verification must be submitted. *The housing allowance is also applicable to faculty and staff members who receive an allowance for transfer not accompanied by family and who rent a residence for their partner to live in.
Travel expenses	<ul style="list-style-type: none"><li>▪ Travel expenses for moving to a new place of assignment (transfer charges for dependent relatives)</li></ul>	Documentation of factual verification must be submitted.
Others	<ul style="list-style-type: none"><li>▪ System of Employment of Faculty Members with Accompanying Spouse</li></ul>	

For the authorization of various allowances, etc., you are required to submit documents to prove the fact. Please submit either the original or a copy of the following documents to the human resources office of your department.

(i) A document certifying partnership, such as a "partnership certificate" issued by a local government;

(ii) A document certifying the partnership agreement concluded in an overseas country;

or

(iii) All of the following documents:

- An authenticated copy or transcript of a notarial instrument pertaining to a voluntary guardianship contract in which the parties mutually entrust the other party with voluntary guardianship
- A copy of the resident record or a certificate of items stated in the resident register (which confirms that the applicant lives with his/her partner).
- Certificate of singleness (certificate of singleness issued within the last 3 months, abstract of family register, etc.)

### 3. Facilities

#### (1) Multi-purpose restrooms

Kyushu University has multipurpose restrooms that can be used by anyone. Locations of multipurpose restrooms on campus can be found on the university's website.

URL: <http://www.kyushu-u.ac.jp/ja/campus>

#### (2) Changing rooms and lockers

We will do our best to accommodate your request unless it is impossible due to the circumstances of the facilities and equipment. Please consult us in advance.



## IV. Consultation Services

### 1. On-campus consultation services

Kyushu University offers consultation services for LGBTs are available at the following offices.

Currently, matters that can be handled at these offices depend on individual situations and the university's circumstances, so we may not always be able to meet your needs; however, please do not hesitate to talk with us first. Depending on the content of the consultation, we will work with other consultation services as necessary. Please be assured that your privacy will also be protected in such cases.

#### (1) For students

##### ■ General consultation desks

□ Center Zone, Ito Campus (Student Support Division, Student Affairs Department)

Tel: 092-802-5915

□ West Zone, Ito Campus (Student Affairs Division (Engineering, Information Science and Electrical Engineering and Integrated Frontier Sciences)) Tel: 092-802-3892

□ Hospital Campus (Student Affairs Division (Medical Sciences, Dental Science and Pharmaceutical Sciences)) Tel: 092-642-6532

□ Ohashi Campus (Student Affairs Division, Faculty of Design) Tel: 092-553-4586

□ Chikushi Campus (Academic Affairs Division, Chikushi Campus) Tel: 092-583-7513

##### ■ Student affairs office for each department (undergraduate and graduate)

URL: [https://www.kyushu-u.ac.jp/en/contact/student\\_section](https://www.kyushu-u.ac.jp/en/contact/student_section)

#### (2) For faculty members

■ Human resources office of each department (regarding procedures for use of aliases, benefits, etc.)

■ Human Resources Division, Human Resources Department Tel: 092-802-2230 (for consultation)

#### (3) For students and faculty members

##### ■ Counseling Health Sciences Center

□ Center Zone, Ito Campus Tel: 092-802-5881 (2F, Big Sand)

• Center for Health Sciences (Health counseling, periodic health checkups, first aid, etc.)

• Center for Counseling (Counseling, course and academic counseling, etc.)

• Coordination Office (when you do not know where to go for help; parents seeking consultation, etc.)

Email: [kucr@chc.kyushu-u.ac.jp](mailto:kucr@chc.kyushu-u.ac.jp)

• Support Section for Inclusion (study support for students with disabilities, reasonable considerations, etc.)

Tel: 092-802-5859 (1F, Center Zone 1)

Email: [inclusion@chc.kyushu-u.ac.jp](mailto:inclusion@chc.kyushu-u.ac.jp)

- Center for Health Sciences and Counseling Ito West Zone Branch Tel: 092-802-3297
- Center for Health Sciences and Counseling Ohashi Branch (Health Consultation/Student Counseling) Tel: 092-553-4581
- Center for Health Sciences and Counseling Hospital Branch (Health Consultation/Student Counseling) Tel: 092-642-6889
- Center for Health Science and Counseling Chikushi Branch (Health Consultation / Student Counseling) Tel: 092-583-8431

- Office for Harassment Prevention and Counseling (harassment counselors on each campus)

Tel: 092-802-6091 (2F, Center Zone 6) Email: syjsoudan@jimu.kyushu-u.ac.jp

## 2. Off-campus consultation services

LGBT professionals and self-help groups outside the campus also offer counseling and support.

- Public organizations

- Fukuoka Bar Association: Free LGBT telephone legal consultation (12:00 p.m. to 4:00 p.m., every 2nd Thursday and 4th Saturday) Tel: 070-7655-1698
  
- Human Rights Hotline (Fukuoka Legal Affairs Bureau, Ministry of Justice) (8:30 a.m.-5:15 p.m., Monday-Friday) Tel: 0570-003-110
  
- Fukuoka City Human Rights Education Center (Kokoron Center) (10:00 a.m.-12:00 p.m., 1:00 p.m.-5:00 p.m., Monday-Friday (except holidays and closed days)) Tel: 092-717-1247 (Human Rights Awareness Consultation Office)