

For Counseling

● <LGBT+ Counseling Counter

@ 3rd floor, Student Plaza, Student Services
Email : gakusei-lgbt@office.hiroshima-u.ac.jp

● Counseling Counter to Address Problems with Classes

@ Accessibility Center
Email : office@achu.hiroshima-u.ac.jp
TEL : 082-424-6324

● Counseling Counter to Address Worry

@ Counseling Section and Mental Health Section,
Health Service Center
Email : mental@hiroshima-u.ac.jp
TEL : 082-424-6186

@ Peer Support Room

Email : peer@hiroshima-u.ac.jp
TEL : 082-424-6328

● Counseling Counter to Address Trouble

@ Harassment Consultation Office
Email : harassos@hiroshima-u.ac.jp
TEL : 082-424-5689

For further information

● Introduction to Gender and Sexual Diversity

<http://www.diversity.hiroshima-u.ac.jp/sogiesc/intro>

Q&A, Booklist and more



● Policies and Guidelines at Hiroshima University for Respecting Gender and Sexual Diversity

-To Be Inclusive of LGBT+ Students, Faculty and Staff



Policies

for Gender and Sexual Diversity, HU

1. We Respect Gender and Sexual Diversity

We respect each individual's diversity, such as gender identity, sexual orientation, gender expression, and sex characteristics.

2. We Do Not Discriminate on the Basis of Gender, Sex or Sexuality

Placing our cornerstone on gender and sexual diversity and equality, we do not discriminate on the basis of gender, sex or sexuality.

3. We Respect Each Individual's Gender and Sexual Autonomy

We respect each individual's gender and sexual autonomy. Each individual's gender, sex and sexuality, and also whether or not they will disclose them, should be controlled based on their autonomy.

4. We Foster an Inclusive Environment in terms of Gender, Sex and Sexuality

We foster an inclusive environment for all our members. An inclusive environment here means one in which each individual is respected, enabling them to live as their true self without any worry, fully demonstrate their characteristics, and engage in the production of new knowledge without any hesitation. Gender, sex and sexuality are particularly important elements for establishing each individual's identity. We foster an environment in which all our members can engage in their activities without any worry and unnecessary restraints, irrespective of gender, sex and sexuality.



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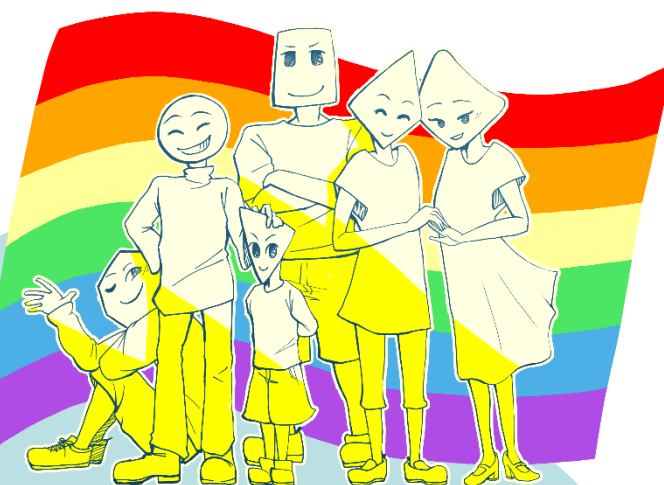
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※The term LGBT falls short for diverse sexualities and genders; however, the term is used in this leaflet to refer to all the sexual minorities for an introductory understanding.

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Introduction to Gender and Sexual Diversity

Do you know
Lesbian
Gay
Bisexual
Transgender ?



Editorial Team for Leaflet
for Gender and Sexual Diversity

Q1

I have never met an LGBT person, and I'm not close to anyone from that community.



A1

People who do not conform to the traditional gender binary can be found in every classroom and workplace. However, there are many people who have not publicly announced their LGBT status, so other people may hold beliefs such as "I have never met an LGBT person," or "LGBT people only exist on TV."

[LGBT Voices]: People often say, "LGBT people don't really exist, do they?" right in front of me. I guess because I have not come out to them yet, there is nothing much that can be done about it, but I often feel, "I'm right in front of you though..." which is quite depressing.

Q2

I cannot tolerate LGBT people. Do I have to accept them?



A2

No one is going to try to force you to feel a certain way. However, please be aware that there are people who do not conform to the gender binary on campus. For example, please understand that you will not be allowed to do things such as deny or attack the existence of homosexual people just because you cannot accept homosexuality yourself.

[LGBT Voices]: Just like I do not understand "love for the opposite sex," I think there are people who do not understand "love for the same sex."

Q3

One of my close friends came out to me. What should I do?



A3

Keep in mind that they trusted and confided in you, so don't ask too many questions and listen carefully. After taking what they said to heart, continue being friends with them in the same way that you were before.

Also, be careful not to "out" them (see below) to others. Those who were confided in may also have concerns. In that case, to avoid outing someone, please use the specialized consultation service that is also included in this brochure.

All Kinds of People and All Kinds of Genders and Sexualities

What kind of people are around you?

You must have imagined all kinds of people. You probably did not think that "That person and that person are exactly the same."

You're right. People from all walks of life spend their time at Hiroshima University.

This rich diversity also includes gender and sexuality.

Hiroshima University is developing an infrastructure of systems and facilities in order to create an environment where anyone can fully participate in all activities, regardless of gender or sexuality.

However, just because systems and facilities are in place, it does not eliminate the difficulties caused by gender and sexuality.

This is because the struggles that sexual minorities face are also **caused by the ignorance of those around them.**

To make Hiroshima University "a university where everyone can feel safe and free,"

why don't we work together starting from an understanding that there are "all kinds of people and all kinds of genders and sexualities"?



Introduction to Diversity in Gender and Sexuality

LGB and T

In LGBT, "LGB" refers to sexual orientation (your sexual preference) and "T" refers to gender identity (the gender you perceive yourself to be). Although the term LGBT is often lumped together in discussions, it is important to know that when discussing LGB or T, the issues people face differ.

Outing

It is up to that person when, where, and to whom they will come out to about their gender and sexuality. Nevertheless, the act of disclosing someone else's gender and sexuality without their consent is called outing. At times, outing can also be fatal. (Reference: Hitotsubashi University Outing Case 2015)

SOGIESC

Sexual Orientation

...In terms of gender and sexuality, what kind of people are you attracted, or not attracted to?

Gender Identity

...What do you think about your gender?

Gender Expression

...language, clothes, gestures, etc.

Sex Characteristics

...biological and anatomical sex

..is all summarized in one term. While LGBT refers only to sexual minorities, SOGIESC is a term that has become internationally mainstream in recent years because it can refer to anyone.

