



Grounded in Safety, Respect and Freedom

At the University of Toyama(UT), every student is encouraged to learn and grow as their authentic self. Here, diversity in gender and sexuality is respected, and prejudice and discrimination are not tolerated.



University of Toyama Basic Policy on SOGI Diversity

Celebrating SOGI Diversity
University of Toyama

1. The university recognizes the diversity and rights related to SOGI and actively promotes awareness-raising activities and training programs.
2. The university gives careful consideration to the handling of personal information related to SOGI.
3. The university works to develop and review the campus environment so that everyone can study and work safely on an equal basis.

University of Toyama
Guidelines for Celebrating
SOGI Diversity (For Faculty and Staff)



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Creating an Environment Where Everyone Can Feel Safe and Secure

Guidelines for Celebrating SOGI Diversity (For Students)



University of Toyama
Center for Diversity, Equity
and Inclusion

Let's Start Here

Basic Terms

Sexual Orientation

A concept that captures the gender(s) of people that one feels romantic or sexual attraction towards



Gender Identity

A concept that refers to how a person perceives their own gender

LGBTQ+

An umbrella term for sexual minorities, comprising Lesbian, Gay, Bisexual, Transgender, Questioning, and Queer, with the “+” symbol indicating the existence of many other diverse experiences of gender and sexuality



Coming Out

The act of voluntarily sharing one's sexual orientation or gender identity with others

Outing

The act of revealing another person's LGBTQ+ identity without their consent

Ally

A person who understands sexual minorities and takes action to support them



Let's Learn About the University of Toyama's Initiatives

UT Initiatives

① Use of Preferred Names in Academic Records

At the request of the students, a preferred name based on their self-identified gender may be used.

② Gender Information

Gender fields are not included in lists such as lists of program completers.

The university also recommends using the honorific “-san” for all students, or using forms of address in accordance with their wishes.

③ Health Checkups

For health checkups conducted by the university, the Health Administration Center provides individual consultations as needed.

④ All-Gender/Multipurpose Restrooms

Multipurpose restrooms that can be used by anyone are available on campus.

The locations of these restrooms are listed on the university's Accessibility Map on the official website.



⑤ Prevention of Harassment

The university has established guidelines for the prevention of harassment and related issues. Please be mindful of the following:



- Respect each other's dignity and personality.
- Recognize that we are all important partners in the university community.
- Eliminate prejudice and respect each individual's uniqueness.

⑥ Consultation Services

The university provides various consultation services.

*Please note that these are not specialized services exclusively for sexual minorities.



What Do We Mean by “Normal”?

Have you ever said or done something like this?



“There aren't any LGBTQ+ people around us, right?”



Check whether your words and actions assume diversity in gender and sexuality, and reconsider what is often regarded as “normal.”

“A friend came out to me, so I told the supervising professor.”



You must not share information about someone's SOGI without their consent. Outing is a form of harassment.

Off-Campus Consultation Services

These services are available not only to those experiencing concerns directly but also to people around them.

○ For Phone Consultations

Yorisoi Hotline 0120-279-338

○ For Chat Consultations

Tsunaniji (Tsunagaru Nijiro on LINE)



○ For those who want someone to listen or to connect with others, rather than receive advice or answers

Diversity Lounge Toyama

“Yawa Café” (held about once a month)



○ For Consultations Related to Human Rights

• Human Rights Hotline for Everyone (Legal Affairs Bureau) 0570-003-110

• Citizen Consultation Service (for Toyama City residents) Toyama City Citizen Collaboration Consultation Division 076-443-2045