

Guidelines for Serving LGBT+ Students in Nagaoka University of Technology

April 1, 2021

I. Basic Principles

Nagaoka University of Technology (NUT) follows the basic policy to be “a university which creates GIGAKU with a proactive approach to societal change, and produces engineers with practical, creative capabilities and a spirit of service who will lead society into the future”. In accordance with this philosophy, NUT is committed to respecting the diversity of students (including race/ethnicity, sex, sexual orientation, and gender identity) without discrimination, and aims to produce excellent engineers for society from students with diverse individual characteristics in order to contribute to sustainable global development. Furthermore, NUT has assumed the important mission of advancing the achievement of Sustainable Development Goals (SDGs) to bring about a society that leaves no one behind.

In order to serve LGBT+ (lesbian, gay, bisexual, transgender, and other sexualities) students, NUT is working to create an environment that respects the characteristics of all individuals and allows them to freely engage in education and research activities in accordance with the policies described below.

1. Respect for sexual diversity

NUT respects the human rights, individuality, and sexual diversity of all students, and is working to create an environment without any discrimination based on sex, sexual orientation, or gender identity.

2. Respect for self-determination

NUT recognizes that expressions regarding gender identity/sexual orientation and the disclosure/non-disclosure of all related information are decided by each individual person, and respects this self-determination. In addition, NUT is committed to protecting personal information and preventing any outing.

3. Establishing an equal environment for university life excluding cases that hinder education

NUT is working to provide reasonable accommodation and to build an environment that will enable sexually diverse students to experience a fair and equal university lifestyle, with the condition that these actions do not impede education or research activities.

II. NUT's Specific Measures

1. Consultation window and consultation system

① Consultation window

At NUT, students may seek assistance for LGBT+ matters at the Student Support Center's "Student General Consultation Window".

This service mainly targets students and their families, and provides consultations focused on the content presented in these guidelines. As the responses are dependent on each individual's circumstances and the university's conditions, this service cannot guarantee that all responses will fully satisfy each student's wishes. Nevertheless, students should feel free to contact this service.

In addition to the Student General Consultation Window, students can choose to talk with teaching or administrative staff. However, these staff may consult with the Student General Consultation Window (depending on a student's problems) to provide coordinated support.

② Process after consultation

Depending on a student's problems, the Student General Consultation Window may coordinate with related departments where necessary. For such cases, the scope and nature of coordination will first be confirmed with the student before any action is taken. As the consultation staff have an obligation to maintain confidentiality, students can use this service without additional worries.

2. Name/sex-related information and its management

① Changes in names

NUT's handling of students' names will be based on the names recorded in the school register. In principle, each student's name in the school register is treated as that student's real name (i.e., the name in their family register/passport). However, a student may personally apply to use a different preferred name based on their identified gender if they wish. After a designated application and approval process, the student can use this preferred name based on their identified gender within NUT.

In these cases, NUT will, as far as possible, respond flexibly to requests for the use of this preferred name in officially issued certifications (e.g., academic transcripts and degrees).

However, in cases where any disadvantages occur due to a student's use of their preferred name based on their identified gender, the student will be responsible for dealing with these issues.

② Changes in sex

If there are any changes to a student's recorded sex in their family register/passport, the student should personally apply to change their recorded sex in NUT's school register.

③ Handling of sex-related information

NUT will discreetly handle all sex-related information to prevent the unintentional disclosure of this information to anyone else.

In principle, name lists that are distributed or displayed to NUT students and staff do not include information on each student's sex.

④ Description of student sex in certificates issued by NUT

Certificates issued by NUT will not include a student's sex unless there is a specific need.

⑤ Entry of sex-related information in forms submitted to NUT

The formats for various documents (e.g., applications and notifications) to be submitted to NUT will either exclude an entry field for sex or will not require an answer unless there is a specific need.

3. Regarding lectures, etc.

① Regarding the taking of lectures

When taking lectures, students will not be grouped according to sex for activities unless there is a specific need.

② Use of changing rooms

Students can request for personalized support beforehand, but there may be cases where a facility has difficulties in granting a request.

③ Use of equipment

Students can request beforehand that there is no use of individual equipment according to sex unless there is a specific need.

④ Regarding off-campus practical training (e.g., Jitsumu-Kunren internships and teaching practice)

For 4th-year students who intend to advance to NUT's graduate school, the university provides the Jitsumu-Kunren internship as a compulsory subject in which students spend approximately 5 months interning at a company. Students can consult beforehand if there is a need for personalized support when engaged in off-campus practical training, such as the Jitsumu-Kunren internship and teaching practice. Where necessary, NUT will coordinate with the internship host company to provide personalized support.

⑤ Grouping

NUT is working to spread the understanding that there is no need to group students according to sex when students are being organized for activities.

However, for overnight stays, undressing in changing rooms, or activities that require physical contact, students may inform their preferences to the lecturer-in-charge or Consultation Window, who will coordinate with the related parties.

⑥ Forms of address

It may be possible for students to be addressed according to their preferred name based on their identified gender after consulting with the lecturer beforehand.

Academic staff and administrative staff are advised to use the same terms of address for students instead of sex-based terms.

4. Regarding student life

① Periodic health examinations

NUT's periodic health examinations will be conducted, in principle, according to schedule. However, students may contact the Physical Education and Health Care Center beforehand to discuss the possibility of receiving personalized support if they wish.

② Student dormitories

NUT has several student dormitories. These buildings and floors are separated according to sex, but there are also unisex toilets and bathrooms available. Although these dormitories cannot meet all applications for admission, students may discuss their requests beforehand.

③ Multipurpose toilets

NUT has numerous multipurpose toilets placed around campus that anyone can use.

④ Clothing for entrance ceremonies and graduation ceremonies

With regard to the university's entrance and graduation ceremonies, students can participate in these ceremonies while wearing clothes that reflect their diverse identities, with the understanding that these ceremonies are formal occasions.

5. Job searching and internships

Students may request for personalized support, and NUT may coordinate with potential employers where necessary.

The specific support methods for individual consultations will differ depending on each case. Therefore, these methods are not described in detail within these guidelines, and will be compiled into a Q&A collection at a later date.