



Harassment, Assault, and Discrimination Survey

Report: Alumni

2021 National AJET

Spring Survey: First Edition

MIC • MOFA • MEXT • CLAIR • AJET

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ABBREVIATIONS

Throughout this report, the following abbreviations will be used for common terms in relation to the JET Programme:

<p><u>NAJET</u>: The National Association for Japan Exchange and Teaching</p> <p><u>ALT</u>: Assistant Language Teacher</p> <p><u>CLAIR</u>: Council of Local Authorities for International Relations</p> <p><u>CIR</u>: Coordinator for International Relations</p> <p><u>CO</u>: Contracting Organization</p> <p><u>JET</u>: Japan Exchange and Teaching (Programme)</p> <p><u>JETs</u>: Japan Exchange and Teaching Programme participants</p> <p><u>PA/RA/JPA</u>: Prefectural Advisor/ Regional Advisor/ Japanese Prefectural Advisor</p> <p><u>GIH</u>: General Information Handbook</p> <p><u>JETAA/JETAA-I</u>: Japan Exchange and Teaching Alumni Association/Japan Exchange and Teaching Alumni Association International</p>

Harassment, Assault, and Discrimination Survey Report

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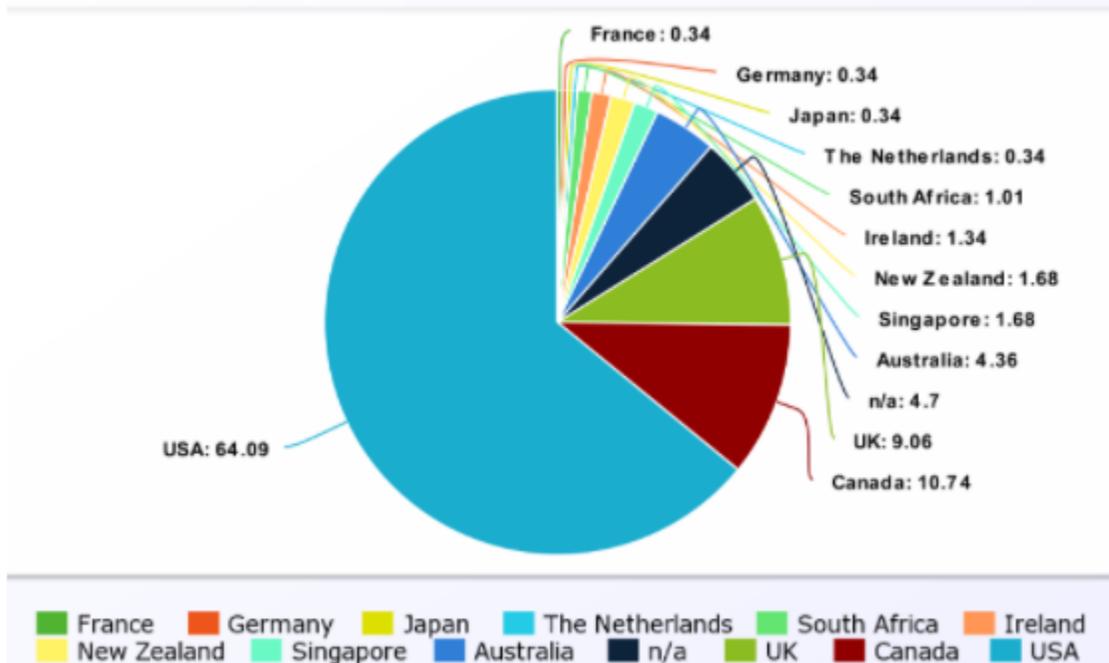
Alumni Survey

Demographics

Data

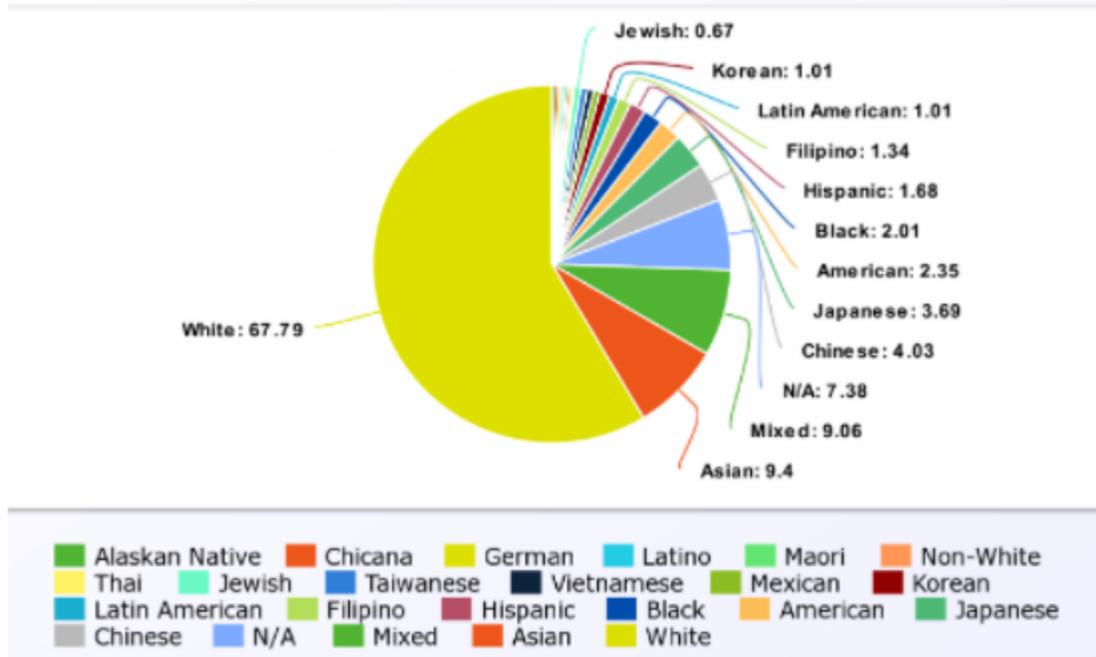
298 Alumni responded to this survey. Of these respondents, 88.9% were ALTs, 9.7% were CIRs, and 0% were SEAs. 1.3% responded other—of those, 75% responded they were both an ALT and CIR Alumni. 1 other response indicated they were an AET.

Figure 1: Alumni Nationalities



Respondents listed 13 nationalities, and the majority of responses were from the USA (64.1%) followed by Canada (10.7%), UK (9.1%) and Australia (4.4%).

Figure 2 : Alumni Ethnicities



Respondents listed 23 ethnicities. The majority of respondents (67.8%) identified themselves as White. The next most common ethnicities were Asian (9.4%) and Mixed (9.1%).

Some responses listed multiple ethnicities and they were individually categorized and included in all categories that they provided (for example, if they listed 2 ethnicities and said they were mixed, their data was included in 3 entries—in both the individual ethnicity totals that they identified with and in the mixed total).

The age range of respondents is 23 to 69. The majority of respondents (61%) fall between the 26-34 age range.

The majority of respondents were women (65.8%). 30.5% were men. In regards to those who chose “other” (3.7%) as an answer, 45.5% responded with N/A, 36.4% responded as non-binary, 9.1% responded as gender-fluid, and 9.1% responded as agender.

The largest number (30.9%) of Alumni JETs were on the JET Programme for 2 years. 10.4% did 1 year, 25.8% did 3 years, 5.7% did 4 years and 21.5% did 5 years. Amongst other respondents who broke the contract or were unable to stay the full duration of

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their recontracting period, 1.3% did 1.5 years, 2% did 2.5 years, 1.% did 3.5 years, 0.3% did 5.5 years. There was 1 respondent who was on the Programme for 6 years.

36.2% of the respondents were prefectural, 60.07% of the respondents were municipal, 2.7% were private, and 1.01% responded “other.” Those who were “other” responded that they transferred between prefectural and municipal contracting organizations.

On a scale between 0 and 100, alumni, on average, rated their experience on the JET Programme 74, indicating that most respondents were content with their time on the JET Programme.

Discussion

CLAIR data from 2019 includes information on ALTs, SEAs, and CIRs from 57 countries. A possible reason as to why fewer nationalities were recorded in this survey is that this survey did not reach many alumni in their respective countries.

Some responses seemed to also indicate that they were not sure what the difference between a nationality and ethnicity was—these were labeled together with N/A responses respectively.

Special Interest Groups hypothesized that there is an over-representation of JETs that self-identify as white. Data from this survey suggests that they are correct. There is no official data that records the ethnicity of JETs. Special Interest groups would like to see more non-white participants get involved in the JET Programme to help promote diversity and multiculturalism.

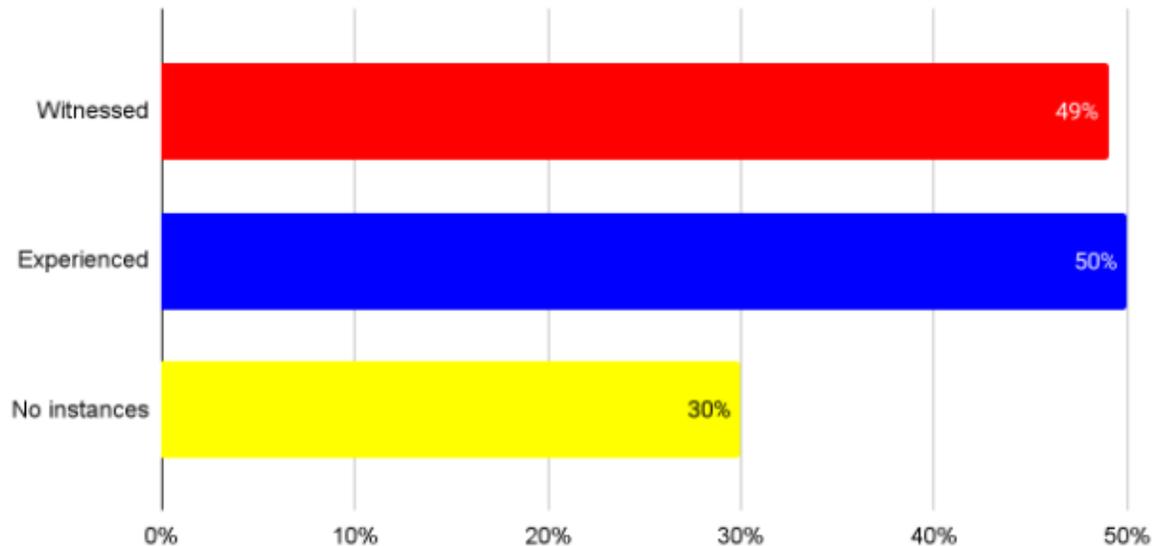
In regards to gender, based on the data, women are far more likely to do the Programme than men. However, this result may be misleading as women are more likely to complete surveys than men (Smith, 2008).

It is commonly claimed within the JET community that the average JET stays on for 2 years, and based on survey results this claim is correct. However, there are also many who stay on for the full 5 years too. While the JET contract may be extended up to 5 years, some prefectures still have a 3-year limit. There may be a likelihood that if certain prefectures allowed their JETs to stay on for 5 years, some JETs would have.

Harassment, Assault and Discrimination:

Data

Figure 3 : Harassment, Assault & Discrimination on the JET Programme



In this section, JETs could demonstrate whether they witnessed and/or experienced any form of Harassment, Assault, and/or Discrimination.

30% of Alumni JETs did not experience or witness any form of Harassment, Assault, or Discrimination. 70% of Alumni JETs witnessed and/or experienced any form of Harassment, Assault, or Discrimination.

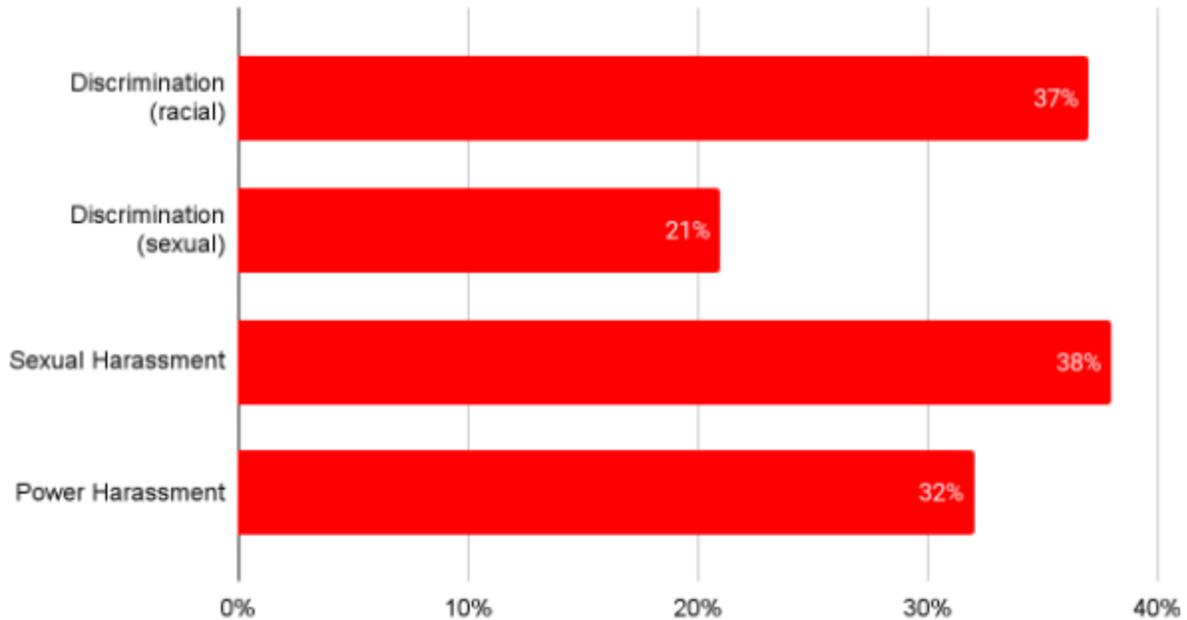
(The percentages in the graph add up to greater than 100 because some individuals reported multiple experiences.)

Of total respondents, 195 completed the following section.

The percentage adds up to greater than 100 because some individuals reported multiple experiences.

Of those who reported experiencing such an event, they further classified the occurrence as follows:

Figure 4 : Types of Instances Reported (Experienced)



In regards to what Alumni JETs experienced (where multiple options could be selected), 37% of respondents experienced racial discrimination, 21% experienced sexual discrimination, 38% experienced sexual harassment, and 32% experienced power harassment.

Our survey also allowed respondents to share other events (outside racial, sexual, and power harassment/assault) they witnessed or experienced. A sample of the responses are as follows:

- Nationality Discrimination*
- Gender Discrimination*
- Mental Health Discrimination*
- Disability Discrimination*
- Physical Appearance Discrimination*
- LGBT+ Discrimination*

In regards to when these instances occurred (respondents could choose multiple answers) 70.7% responded it occurred during work hours and 65.7% responded it occurred after work hours. In the comments section, some responses outlined that instances occurred during the weekend or on holidays, at school dinner events, and during their commute to/from work.

Reporting to Contracting Organizations

In this section of the survey, we wanted to look at who Alumni JETs reported to when they experienced/or witnessed something and whether they were satisfied with the outcome that followed their efforts.

74% of Alumni JETs did not report what they experienced or witnessed to their CO. Of those who did, only 18% had a satisfactory response. We allowed respondents to comment on their situation, and here is a sample of their responses:

It took months and months of trying before I was listened to. Eventually, I contacted my PA and got an interview with a high-ranking Prefectural Board of Education representative, and showed them a document listing dates and details of when I'd been power harassed by my JTE. It was then that my concerns were taken seriously and I was transferred from my school. By the time I was transferred, I'd endured 18 months of power harassment and had already decided to leave at the end of my 2nd year. If I had known I'd be transferred earlier, I probably would've stayed longer than 2 years.

I was sexually harassed by the kids I was teaching on two occasions. In one case, I told the school and they did not do anything. In the other case, I told the school and my CO, and then they did deal with the issue. So contacting the CO was helpful, but contacting the school only was not.

My fukushitsucho basically tried to get me fired, threw barbed comments at me daily, and made my life an utter living hell. Her comments included that "my mental health was less important than doing my job correctly" and "if I found the job challenging I should just quit and go home straight away." She did similar things to my supervisor. I complained so many times to the senior people in our office. My Japanese colleagues also lent their voices and supported my complaints as they saw what she was doing was bullying. She was kept in her position as the mayor personally intervened to say how "necessary" she was to our organization, and our complaints were quietly swept under the rug.

It became a huge ordeal. The person "reported" me to JET (he had successfully forced several other teachers in the area to leave by anonymously contacting their employers with false accusations). JET basically said they did not believe him, but they could not offer me any assistance as it occurred during non-work hours. We went to court and it took 2.5 years to resolve, but, eventually, I won.

I had a stalker who would come into the BOE and sit at my desk every day and leave me love letters as well as presents. My coworkers and supervisors ignored the stalker's actions and told me that I was overreacting and this old man is just senile so I shouldn't take his actions seriously. My BOE gave the stalker my home address as well.

For further comments please see the Alumni Appendix

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Reporting to the Police

92.8% of JET Alumni did not report what they experienced or witnessed to the police. Of those who reported to the police, only 15% had a positive response. We allowed respondents to comment on their situation, and here is a sample of their responses:

Our language skills weren't good enough to actually report it and our BOE wouldn't help us.

I reported being followed home to the police and they added a patrol of my area during the time I walked home. I still saw the patrol cars months after the incident. I didn't report other times when I was sexually harassed.

I was not sure the police would take either complaint seriously, particularly as I had been friends with one of them. I had heard from other female JET participants that the police often victim blame or do not take stalking or assault claims seriously. As for the train pervert, I was not sure the police could do anything about that.

For further comments please see the Alumni Appendix

Reporting to the Prefectural Advisors

74% of Alumni JETs did not report what they experienced or witnessed to their Prefectural Advisor. Of those who did only 31% had a satisfactory response. We allowed respondents to comment on their situation, and here is a sample of their responses:

While they provided emotional support and escalated through prefectural BOE reporting channels, ultimately no action was taken in time. I resigned my from position out of frustration.

They did the best they could given the circumstances and were a wonderful pillar of support, though they had zero power to actually change anything or hold people to account.

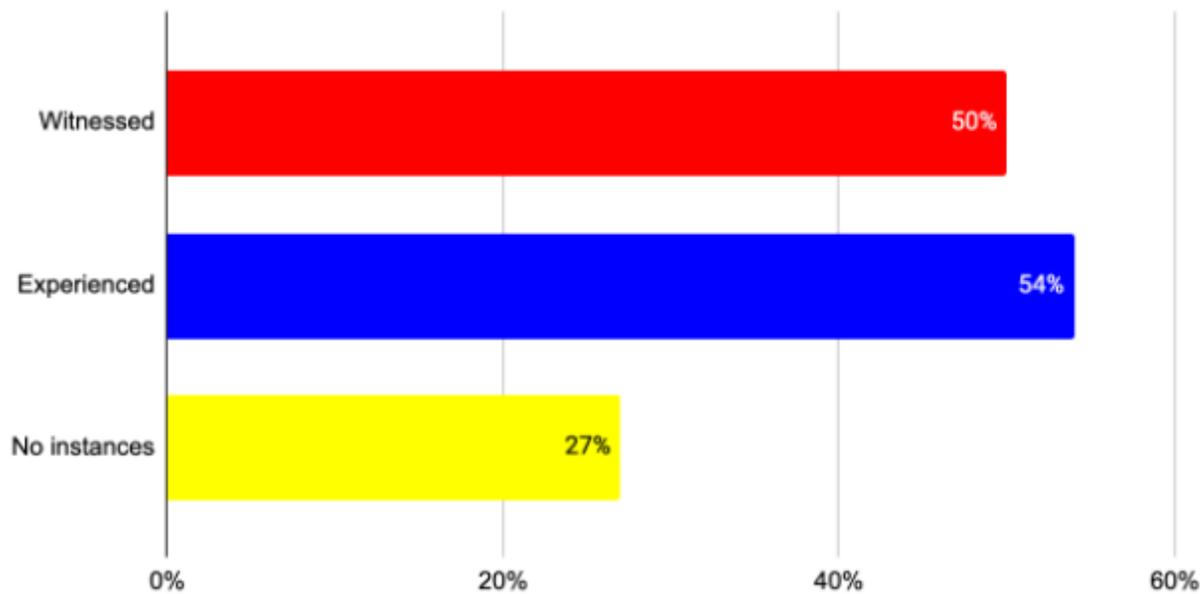
First of all, my prefecture didn't seem to have a PA when I started the program. When we did finally get one, I already had good relationships with my community and had people to go to for help there. Second of all, the PAs are always down in the city and I lived several hours from there, so they were just too far away to feel helpful.

For further comments please see the Alumni Appendix

Women’s experiences

Naturally, we suspected that issues such as sexual harassment would be more pervasive issues for women, and the percentage of JETs who experienced or witnessed such issues increased substantially when we analyzed the results of only women respondents. The data is as follows:

Figure 5 : Alumni Women Harassment, Assault and Discrimination

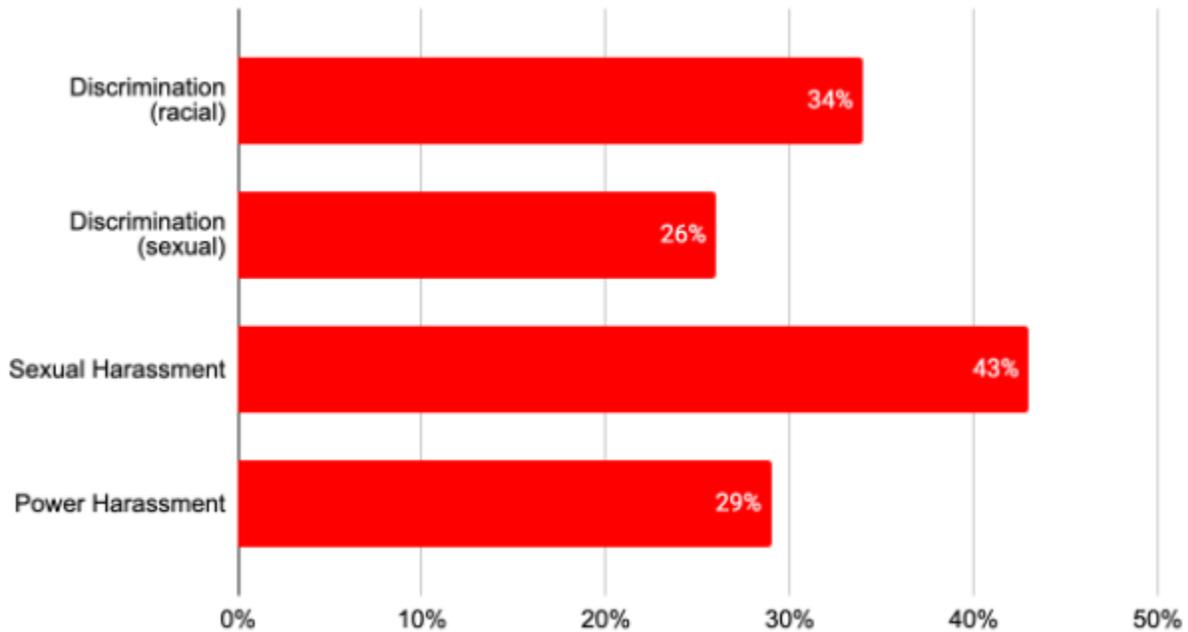


27% of Alumni JET participants who are women did not witness and/or experience any form of harassment, assault, and/or discrimination. 73% of women Alumni JETs did witness and/or experience any form of harassment, assault, and/or discrimination. Of those responses, most were pooled in the “experience” field.

This data suggests that the overall instances of harassment, assault, and discrimination on the JET Programme have decreased compared to former experiences of alumni. However, this data could also be affected by the possibility that alumni who had such experiences may have been more motivated to fill out the survey and report these instances. Nevertheless, the percentage of such occurrences among current JET Programme participants still remains relatively high according to the data.

Of those who reported experiencing such an event, they further classified the occurrence as follows:

Figure 6 : Types of Instances Reported (Experienced)



Respondents could choose multiple options, 34% of women JET Alumni experienced racial discrimination, 26% experienced sexual discrimination, 43% experienced sexual harassment, and 29% experienced power harassment.

Experiences

On a scale between 0 and 100, Alumni JETs reported an average of 63 when asked “how much do you agree or disagree with the statement: cultural miscommunication (such as language barriers, cultural differences) contribute to how harassment, assault, and discrimination cases are handled.”

The final part of this section allowed for JETs to briefly describe what they witnessed or experienced. We received around 100 responses. Here are some samples of what some respondents shared:

Power Harassment by JTE: I was made to follow a pre-arranged script in class and if I deviated, my JTE would reprimand me in Japanese in front of students. I wasn't allowed to offer ideas for classes, or run any activities, and when I was asked for ideas, my JTE would dismiss them and then implement my ideas into later lessons and claim them as

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her own. I was made to feel guilty about being the indirect T1 teacher at my other school (due to lack of HRT's confidence) and was pressured to force the HRTs to be T1. My JTE's reasoning was because I was 'just an ALT and don't know the right way'. Sexual harassment by fellow ALT who tried to pressure me into sleeping with them at an interstate AJET event. A friend intervened in time, so we decided not to report the incident due to a lack of physical harm, and my own feelings of guilt. I also witnessed my fellow ALTs being sexually harassed at enkais, and the local CIR being power harassed by their supervisor.

-sexual- My coworkers would ask me questions about my private areas because I "was" American. One even tried to touch me at a work party. I reported this to people who ran the JET program in my prefecture, but they told me that's just how Japanese people are with foreigners and not to take it so harshly. They also sent the report to my school and I got called into the office because I "complained" about something. -racial- I missed out on a lot of things because even though I can speak and read Japanese (having had passed the JLPT N2), everyone at my school would treat me as if I couldn't speak it, and often made me feel like the stupid foreigner.

I experienced several relatively minor incidents of discrimination based on being a foreigner, including refusal of service at a restaurant. I also witnessed many incidents of sexual harassment and discrimination, including demeaning comments and behavior by Japanese men toward women. A Japanese teacher friend was told by her male school principal that she was setting a bad example for students because she was over age 30 and was not married.

X City BoE refused to provide feedback whilst on JET. Then told I was a "burden" to the BoE 7 months after I returned to the UK. Negative feedback sent to prospective employers sent without knowledge. One JTE made discriminatory comments about Korea during a lesson. Made offensive comments about British POWs in World War Two during a lesson.

The emergency on-call hospital (救急当番医療機関) for gynecology refused to see a patient when she needed an emergency consultation on the weekend because she did not speak Japanese. There are many rural areas of X Prefecture, and there is almost zero English language support, but I was shocked and disappointed that even emergency care refused to provide medical care to a patient in need. As PA, I even offered to interpret over the phone, but the doctor (an older man) still refused.

For further comments, please see the Alumni Appendix.

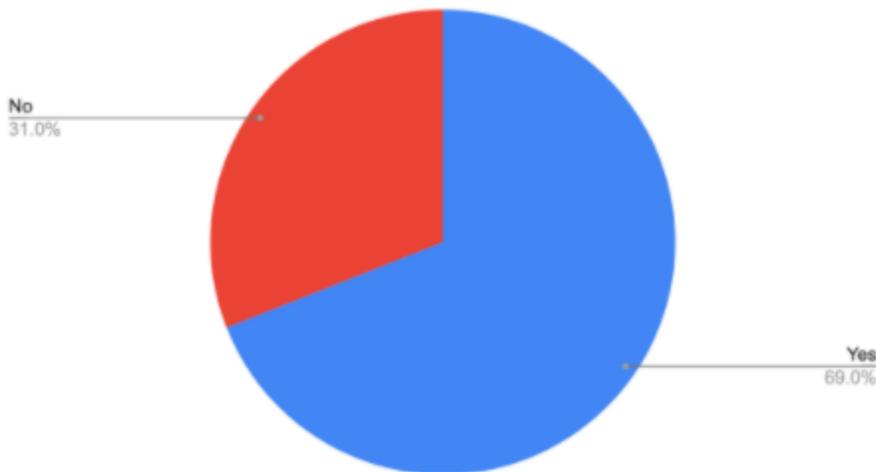
Discussion

In the past, CLAIR has directed victims of sexual assault and the like to report such instances to their CO, PA, or the police. Of women who reported such instances to their CO, 83% claimed the response was not satisfactory. Of women who reported to their PA, 66% said the response was not satisfactory. Of women who reported to the police, 77% claimed the response was not satisfactory. A significant number of people commented that COs and the police simply say they cannot do anything to help. Most alumni did not receive information about how to deal with sexual assault in the General Information Handbook. This information in the Handbook has been updated to be more detailed. However, if we compare the reported experiences of alumni and current JETs, this change has done little to reduce the number of unfortunate occurrences that many JET Programme participants face.

Overtime Work and Compensatory Time Off:

Data

Figure 7: % of Alumni who report having worked Overtime

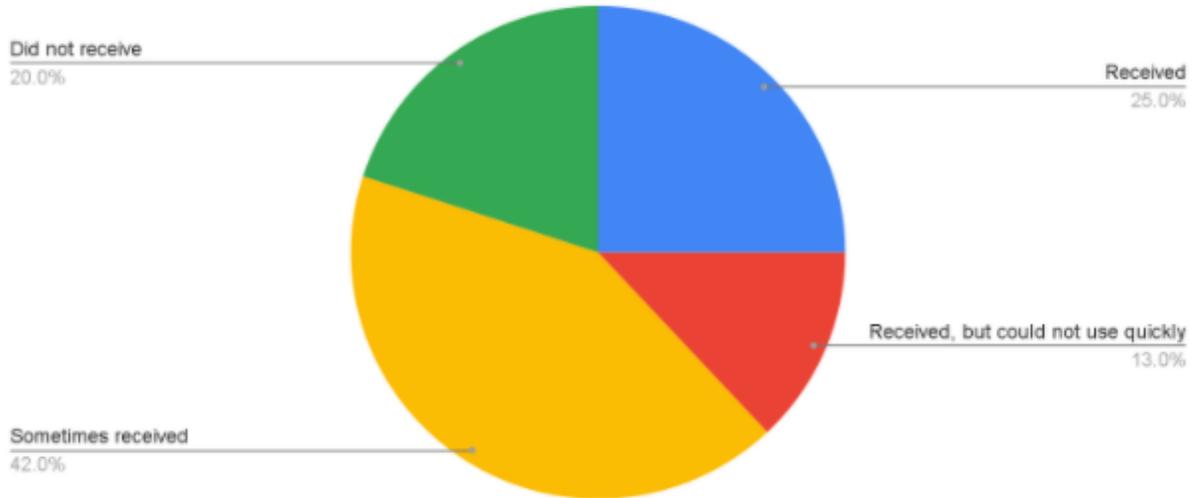


69% of Alumni reported having to work past their expected work hours.

Most people who reported working overtime reported working 10 hours of overtime or less per month, but in 23 out of 185 comments, individuals reported working 20 hours of overtime or more per month.

Of the Alumni JETs who had worked overtime, they reported the following about whether they received compensatory time off for overtime work:

Figure 8 : % of Alumni who received Compensatory Time Off for Overtime Work



20% of JET Alumni did not receive compensatory time off for Overtime Work, 25% did receive it, 42% sometimes received it and 13% did receive it but cannot use it quickly.

When asked whether JET Alumni would have preferred being paid overtime instead of acquiring compensatory leave, 58% responded with yes and 42% responded with no.

CLAIR and NAJET were interested in what measures or policies respondents think could be put in place to help ensure JETs are able to access compensatory leave. Around 700 respondents provided some comments.

The majority of comments suggested that overtime policies should be standardized or formally detailed in our contracts.

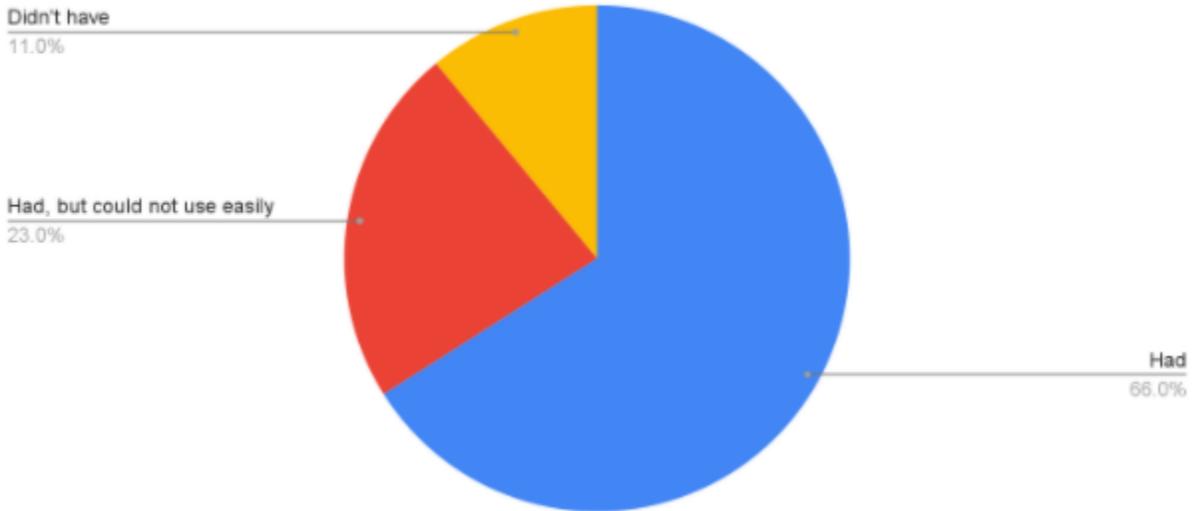
Discussion

The vast majority of alumni who completed the survey were ALTs, so their data about overtime work is comparable to the corresponding data collected for current ALTs on the JET Programme. By comparing the data, we can conclude that the percentage of ALTs who work overtime has decreased a little—69% of alumni reported working overtime compared to 63% of current ALTs. However, access to Compensatory Time Off for Overtime Work has remained low—62% of alumni reported that they did not receive it or only sometimes received it, compared to 60% of current ALTs.

Sick Leave:

Data

Figure 9 : % of Alumni who had Sick Leave



66% of JET Alumni reported that they have access to sick leave, 23% reported that they have access but cannot use it easily, 11% reported that they do not have access to sick leave.

45% of JET Alumni responded that their CO gives assistance or provides guidance for receiving treatment for physical or mental health issues. 75% said this guidance was adequate.

In regards to whether JET Alumni felt they were treated the same as their Japanese colleagues if they needed help for physical or mental health issues, 47% responded with “I do not know,” 32.5% responded with “Yes,” and 20.3% responded with “No”.

Discussion

The vast majority of alumni who completed the survey were ALTs, so their data about sick leave is comparable to the corresponding data collected for current ALTs on the JET Programme. By comparing the data, we can determine that the percentages of ALTs who have and do not have access to sick leave have remained roughly the same.

In Relation to JETAA-I

This section explores Alumni's connection to JETAA-I.

52.3% of respondents said they have had contact with JETAA previously.

In regards to what JETAA services or opportunities they are aware of there were a range of responses, a summary of them below:

1. I understand that there are many JET alumni groups that offer after-JET career services for finding employment in the US and in Japan, and other networking sites and tools as well.
2. JETAA mentorship program, JETAA job listings
3. Alumni network, job opportunities, connection through alum activities, activities to attend locally, and online resources via social media and their own website.
4. Career counseling, networking with other JETAA, recruiting future JETs, working with local Japanese organizations
5. I didn't know JETAA offered services or opportunities
6. Organizing cultural events
7. None whatsoever
8. TEFL discount, help phone line

49.2% of respondents responded that they have joined a JETAA chapter since they became Alumni, 13% said they are planning to join one.