



Harassment, Assault, and Discrimination Survey Report

2021 National AJET

Spring Survey Alumni Appendix

MIC • MOFA • MEXT • CLAIR • AJET

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Foreword

The purpose of this Appendix is to allow participants and casual observers of the JET Programme to gain better insights into experiences and events that have occurred to JETs on the JET Programme. National AJET cannot verify whether any of the responses below are true or untrue, nor can we (or will) provide further information on responses or on who wrote them.

In the survey, we asked respondents to not include identifying information, but some provided some regardless. We have removed the identifying information in the comments below—in particular, we have changed the mention of a prefecture/city with X or Y prefecture/city. We have also removed any names mentioned in the comments.

If you would like to reference anything from the report or this appendix, please use the full context given. Additionally, we would prefer that you contact us when you use anything from our reports/appendix as a reference.

If you would like us to remove a comment present in this Appendix please reach out to exec@ajet.net—please mention the question and number of your comment.

Some responses were very contextually similar or did not address the question, thus they have not been included below in order to focus on more unique responses. If you have any suggestions based on these comments on how to make the Programme better, feel free to reach out to us via email or social media.

Trigger Warnings

Some of the content in these comments mention

- Rape and Sexual Assault
- Abuse (physical, mental, emotional, verbal, sexual)
- Child abuse
- Racism/Xenophobia
- Homophobia/Queerphobia
- Profanity
- Misgendering
- Mention of Human Genitalia/ Bodily Functions
- Violence
- Suicide

Alumni Appendix

Q12 If you experienced discrimination (separate from harassment and assault), what did you experience?

1. I was in Tokyo visiting and a Japanese man(stranger) hit me and another ALT JET in the head with a metal knuckle weapon. (We were only sightseeing in Tokyo).
2. National, it was assumed I was American and hateful comments were made by strangers in some social settings (bars/izakayas) on rare occasions
3. Gender
4. Assumption of lower intelligence
5. Threatened to withhold important documents because I was leaving.
6. Discrimination because of mental health
7. Against Disability
8. Weight discrimination
9. Assault by another (non-JET) foreign resident.
10. Foreigner (not Japanese) discrimination
11. They frequently told me I was faking my mental illness when seeking mental health leave.
12. my VP would often reject requests (paperwork, permission, etc.) of female teachers if he didn't think they were humble enough. Because my Japanese was weak, he refused to look for paperwork for the contractually mandated health check, and I could not receive a health check that year. He was later arrested for theft committed outside the school, and all the female teachers had similar stories about how he would not help them or prepare them for career advancement.
13. Homophobia

Q13 If you witnessed discrimination (separate from harassment and assault), what did you witness?

1. Gender
2. disability and sexuality-related discrimination
3. Discrimination of single mothers (refusing to tell them information, updates, shouting at them for taking time off to look after sick children).
4. role type/seniority-based

5. physical assault
6. Trans-phobic
7. An Indian-American friend was repeatedly stopped by the police for “walking while brown” and made to show his resident card. Happened about every 3-4 weeks.
8. national origin, body-shaming
9. Senior teacher bullying junior teachers
10. LGBT related
11. power harassment, gender discrimination

Q14 If you experienced something other, please specify it.

1. A Japanese man tried to hurt us, possibly due to racism. We really don't know why the Japanese man would hurt us, but after calling the police they said he just came out of a crazy hospital and maybe needs to go back. It was a very scary time in my work and I don't think I told anyone at my school because I was scared. I love Japan and my experience as ALT, this one situation was very strange and unusual. I never experienced anything bad at my work. Work was great.
2. It's hard to describe, but I felt bullied because two private ALTs that worked with me at the same Board of Education tried to make me look like an incompetent employee. So some sort of harassment in my opinion.
3. I witnessed a man stalking my friend and had to intervene.
4. Power discrimination - minor though.
5. People assuming I'm less intelligent because I'm not Japanese
6. I had a tuft of hair on my chest pulled out at an onsen by a local who thought I was keibukai.
7. I'm Chinese and what the JET community calls a ninja-gaijin. I look like them but I'm a foreigner in disguise. However, due to my inability to speak Japanese when I first landed, it was very obvious I was foreign. Japan does not like Chinese, and I spent a lot of time saying I'm Canadian in fear of the discrimination I would face. My JTE coworkers were generally favourable and kind though. However, it was weird that my Chinese identity caused more discrimination in Japan, in Asia, than it did in Canada. For example, a white ALT will be given more opportunities than Asian-looking ones. This is something I'm sure you are aware of but maybe resistant to accept. White-ALTs get invited to events, they get gifts, they are usually babied by Japanese people everywhere. White ALTs get invited to national events, even JET events. How many Asian-ALTs are given opportunities to speak, present, and lead in JET? It's so weird that white people get more opportunities in Asia as well, shows what privilege is eh?

8. Being asked strange or lewd questions, then followed by someone in places like a mall or train station. I am not sure if it was sexual, but it was violent. I was placed in a JHS school with fairly rough students. One student dragged me across the corridor to show off to other students. I was lucky to have another teacher nearby who was able to get him off me. It turned out that he had been increasingly violent to other female teachers, but that male teachers had told them that they were weak and did not know how to handle boys. It was really traumatic and I had panic attacks for a couple of years. The student was made to apologise but I was told not to report it as it was a few weeks before graduation. Students were called into a school town hall and told that they should not touch me as it was an "international issue" and "a different culture". There was no such protection for the Japanese female teachers, and one of them had a full mental breakdown and left teaching after a 25-year career.
9. Ableism
10. Gender discrimination and bullying by other JETs
11. I experienced harassment of a non-sexual nature and gaslighting from a fellow JET.
12. Weight discrimination at the doctor.
13. Definitely not as serious as the other categories, but I was bullied by one of the older JETs in my town who spread lots of rumors about me, leading to me being excluded by the other JETs in my city. They realized the rumors weren't true and apologized to me, but that was months later. It sounds very high school, but it had a huge effect on my mental health, especially during Hokkaido winter.
14. I was assaulted by an Australian living in my town who felt that he was the "leader" of the foreign community and wanted to tell everyone what to do.
15. Our supervisor would repeatedly make comments about how American ALTS (there were people of four non-Japanese nationalities present) were the sloppiest, unreliable, anything would go for us, we had no standards or regard for rules. And she would say this in front of all of us. She also would harass people for being fat, and she read the results of our health checks aloud to everyone commenting about private medical ailments for all to hear. I purposely avoided the health checks for this reason. Of course, when someone was hospitalized for a week during the pandemic (not due to COVID) the BoE abandoned her entirely.
16. I went through something traumatic in my personal life. Coupled with the constant racism I experienced at work, I became severely depressed and suicidal and sought mental health leave. I was continually harassed and made fun of and it took nearly 6 months of pleading and repeated doctor's notes before I was finally granted mental health leave.
17. My VP would often reject requests (paperwork, permission, etc.) of female teachers if he didn't think they were humble enough. Because my Japanese was

weak, he refused to look for paperwork for the contractually mandated health check, and I could not receive a health check that year. He was later arrested for theft committed outside the school, and all the female teachers had similar stories about how he would not help them or prepare them for career advancement. Additionally, I was asked to prepare "holiday"-themed lessons in December. When I said that the winter holiday I celebrate is called Chanukah, and I would be happy to make a lesson about it, I was told that my holiday was too religious, but instead, I had to teach the students about Christmas, a different religious holiday that I have never celebrated.

18. Bullying

19. I got married in my 3rd year, and when that happened my supervisor explicitly said to me, "Don't get pregnant!" I did become pregnant later that year and when I asked to meet with my department head and supervisor to tell them, it turned into a wild meeting where they served me the JET paperwork saying that I was not needed for a 4th year, even though I had already signed my contract for a 4th year.

20. Bullied out of my apartment for snoring

21. I was slapped and pushed by a vice principal at different times during my time on JET.

Q15 If you witnessed something other, please specify it.

1. Teachers repeatedly acted in an ableist manner towards students. I.e. referring to ADHD students as lazy and stupid because they didn't live up to their standards. Teachers' knowledge about mental health issues, in general, was appallingly lacking, which should come as no surprise given the horrendous state of mental health awareness/care in Japan.
2. ESID is the term you hear about JET. Every situation is different. I know I am one of the lucky ones co-worker-wise. I know several ALTs (Asian ones) that had racist co-workers that made their experience miserable. Some were forced to work overtime/weekends without pay. Others just felt unwanted. No one talks to them and without Japanese, they were just a foreign body in the classroom; something new and fascinating for a month, that got old real quick. I felt bad for these ALTs. You should know a majority of ALTs, this is their first major job, and for some, this is actually probably their first major social experience outside of their small friend circle. So they do not know how to "work" or manage bosses. Then put them in a new culture. Poor kids stood no chance.
3. Some male teachers engaging in inappropriate contact, behaviour, and relationships with female students
4. I witness ALTs who were of Asian ethnicity have to take on much more work and get treated more poorly.
5. Gender discrimination and bullying by other JETs

6. a female teacher (Japanese) went through the process of reporting sexual harassment from another male teacher
7. Teacher and student physically fighting
8. Another friend on JET was continually asked if she was "Russian" by drunken male coworkers while at enkais (the subtext being that Russian women are prostitutes).
9. Power harassment of students like a teacher picking on an overweight student because of their weight.
10. I witnessed sexual harassment but to specify it was a case of stalking where I called the police on behalf of a friend
11. Saw a teacher hitting a student
12. Student being "disciplined" by teachers for uniform infraction, but the method was essentially bullying the student. Student was cornered by three teachers and repeatedly harassed with the same question until compliance. It looked pretty unprofessional.
13. My friend was assaulted by a man in a grocery store and one of her adult students.
14. The school treated the long-term Filipina ALT worse than the American ALTs. Additionally, MANY of the MEXT-approved textbooks have offensive content related to WWII. I, a Jew whose grandparents told me about surviving Kristallnacht, had to teach Japanese 18-year-olds about how "German soldiers in WWII missed their families and music helped them remember the humanity of their enemies." A different year's textbook valorized and whitewashed the life of Coco Chanel, a spy for Nazi Germany, and had a unit about how Imperial Japanese soldiers missed their families during the war. (My school had a number of students whose families suffered under the Imperial Japanese Army, and it would be rude, offensive, and unnecessary to teach that lesson to those children.)
15. Racial discrimination of African-American JETs
16. Sexual discrimination but nothing out of place for 1990s Japan (my colleague female JET was asked to make tea regularly with other women—she was a feminist and a good sport about it but I felt sorry for her). We both decided this was simply a cultural difference and accepted it.
17. 2 JETs who were in a relationship. The male was completely domineering. We were all out once and the woman was in tears as the male reveled in her pain. It didn't look to be the 1st time. Abuse comes in many forms. If he was willing to be bold enough to display it in front of everyone who knows how awful he was to her privately. I do believe he was abusing her on many fronts. It's always stuck with me, even all these years later. I remember asking her if she was ok and she couldn't even look at me. The male decided to make his way over and stared at

me, then focused on her. As she hung her head down in fear and was dejected, he smirked. He came up on her and made sure his body was in our space and projected his power over her and she said nothing. It was absolutely terrible. I didn't realize how unsafe of a situation that was for even me. I wish I had reported him. He was from Canada.

18. Stalking situation. One of my fellow ALTs was stalked by a local 60-year-old Japanese many times.
19. My coworker constantly made comments about how dirty Chinese people were when one of our students was Chinese. I never saw him do anything or say anything to this student but how he spoke hinted that he thought the student was stupid because he was Chinese.
20. In 1990-1993, there was sometimes drunken groping at enkais, or harassment of younger teachers.

Q17 Did you report what you experienced/witnessed to your CO? If Yes, was their response satisfactory?

1. I didn't report to my CO, I reported to my direct supervisor
2. We told the BOE about sexual assault and they did NOTHING. They told us to report it to the police but didn't help us do it.
3. Unfortunately, the incident involved my Board of Education. The two private ALTs made me out to be an incompetent employee by telling the heads of my Board of Education that I fell asleep during a demonstration class instead of trying to resolve it with me privately. Then it escalated because they thought I was trying to make them look bad by sharing the incident and I had to apologize because the two private ALTs were better at yelling to make a point, even though I wasn't in the wrong. Then my supervisor removed my application for X Prefecture Orientation Assistant as a result without telling me and I found out when we received results of who was selected to be an X Prefecture Orientation Assistant. I felt like no one was in my corner. But my prefectural advisor was helpful throughout the situation and provided me emotional support.
4. I did complain a few times, but it wasn't anything official until I left JET. Gender discrimination is still prevalent and I haven't realized back then that because of intersectionality, I was being discriminated for my gender as well as my race. Plus since this is sometimes I realized after I left JET, there was no way for me to bring this up again until this survey appeared.
5. 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 have known I'd be transferred earlier, I probably would've stayed longer than 2 years.

6. Can't really report microaggressions to CO
7. The misbehaviour I witnessed was primarily power harassment and sexism directed at junior and female Japanese colleagues.
8. In one case (with students making rude comments) the students were forced to apologize. In another instance (a male teacher being overly friendly at an enkai) I was just told that he's the 'sexual harassment king' and that the women teachers try to avoid him. In a third instance (a fellow ALT was bothered by a Japanese man at a festival) there was no one to tell.
9. 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.
10. 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 organisation, and our complaints were quietly swept under the rug.
11. At that time it was normal office culture and there was no one to report it to.
12. I was experiencing power and sexual harassment from students and my supervisor at the BOE and I was told that nothing could be done. I was told that I was being too sensitive and the students were just kids so I shouldn't let it bother me. Even when the students were making sexual comments about my body right in front of me.
13. They did nothing, and basically brushed off the complaint
14. Potentially out of confusion as to what was going on, feelings of despair, unclear steps on how to handle the situation or who to tell. I did not have much communication with my CO. The most direction came from my supervisor at my main school, who was one of my co-teachers as well as the aggressor.
15. No response or action taken
16. I don't blame my CO, as the BOE was really great and really supportive - and offered to transfer me out of the schools. However, the Japanese school system has no discipline structure, and a lot depends on individuals within the school,

especially the discipline teacher and the head teachers. If you luck out on those, then there's very little the CO can do.

17. It ended up with a very generic 'apology' from the teacher in question...nothing particularly changed following the discussions at school. I had hoped for more support
18. One male coworker laughed and said I "shouldn't be so pretty". One male principal did take it very seriously and confronted the individual.
19. Apathetic toward the events
20. There were multiple occurrences, so the answer is both yes and no for different occurrences. In the one instance where it was reported (not by me), though the process was unpleasant I would say the response was satisfactory. In all other instances, I chose not to report.
21. I had to get mental health assistance. When they found out my diagnosis (which required me to take 3 days off), they renewed my contract renewal 2 months before the renewal of my almost expired visa.
22. I don't think they really understood exactly how upset I was. I was hoping that they would call in my harasser for a talk or perhaps take further action to ensure my safety but all they really did was send him to my house to apologize. At which point I didn't even get an apology, but rather he tried to gaslight me about what I'd experienced. After that, my Board of Education supervisor asked if we'd made up, and I was so stressed out from the experience that I said yes and dropped the complaint. It was near the end of both our contracts anyway, so I resolved the easiest thing to do was just to avoid him as much as possible. The harassment happened at the park near my school and one of my students witnessed one of the multiple incidents, so I decided if my harasser tried anything else, I would reinstate the complaint and see if the student would be willing to come forward as well. Luckily, nothing else happened after that but I spent my final few months on JET constantly looking over my shoulder to make sure my harasser wasn't going to try anything (we lived in neighboring apartment buildings)
23. I was asked to not talk about it. They tried to explain away the experiences instead of taking action. Those things happened. Don't act like they never happened.
24. I reported after the fact when the person harassing me moved schools. I did not feel safe at the time to report immediately, and she was my direct supervisor.
25. Most of the time these were microaggressions - not big enough to report.
26. I'm a guest in Japan. I feel my voice won't be heard.
27. Because it didn't happen at the school or with any co-worker. Also, my wife is Japanese and she witnessed it.
28. The person making inflammatory remarks was a senior JET and PA

29. I reported the sexual harassment that I experienced/witnessed from a co-worker. I thought it was satisfactory at the time. But afterward I found out the man had a reputation that numerous people knew about. And all he ever got was a warning... I did not report the power harassment I witnessed. did not report the discrimination I experienced.
30. 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.
31. Sometimes. I would say it was addressed about 60% of the time
32. My supervisor at our CO was the person harassing us, and she power harassed Japanese employees as well.
33. They gave me generic advice and just told me to deal with it, or get mental health leave. When I struggled to get the leave they didn't do anything. When I reported the racism issue, they just said "sorry, that's Japanese for you"
34. It wasn't easy to communicate with them and they often talked about ALTs' private lives with several people so that the whole community ended up knowing private details. It was better to talk with someone trustworthy.
35. Came from them. Or lack of understanding. I was a JET for 6 years in 2 prefectures, so it is hard to answer some of these questions. But, a lot of what I saw was verbal harassment to myself and my coworkers based on race, security, and weight.
36. I reported it to the kyoto-sensei of the school and to the board of ed. person who was my supervisor. The worry was that I would speak about it outside the board. One teacher later resigned, which I heard from another teacher. One incident was observed by another teacher in the classroom (and all the students) and the other incident happened in the teachers' room in front of dozens of teachers and students.
37. My school did not take my complaint seriously when a group of first-year (~15-year-old) girls tried to grope me twice in one day, because they were teens. (This ignores the fact that it was a group of around 5 people my size, surrounding me and cutting me off from the rest of the class or potential help). Because my school did not take this complaint seriously at the time, the girls spent several months screaming obscenities at me in the street when they saw me without other teachers, because they correctly assumed I couldn't access the disciplinary hierarchy.
38. There is no one to report it to that can help. Even if there was, I am likely to get in as much if not more trouble, too.
39. Thought it was too minor to report. Did not want to damage the work relationship.

40. I reported the one that happened at the work function - a man from another department, having attended my English class for city hall employees a couple of times but generally acting too shy to speak to me (and not attending the majority of the English classes even though he had signed up), told me he was looking to move into the same apartment block as me. It felt like he was trying to stalk me so I told my female coworkers, one of whom was his friend, and she seemed as if she thought I was overreacting but acted as if she understood and said she would tell him to leave me alone and tell him to choose a different apartment. Another occasion out of work was with a convenience store worker I had become friends with and exchanged messages with on LINE and met up with once, who out of the blue one night asked if he could stay at my apartment. This freaked me out (I even stayed at my then-PA's apartment with him and his wife that night because I was scared the guy would come to my apartment anyway) and I told him no and to leave me alone, but I thought I saw him while walking home to my apartment multiple times. The other occasion happened on public transport with a different man, who I did not know, so I reported it to the train station. They made a note of it and took a photo of my photo of the man concerned but I later saw him again on public transport (fortunately he did stay away from me) so I'm not sure anything really got done.
41. It wasn't my CO, but the neighboring RAs CO, they came to me as senpai for advice about the BoE of that CO harassing the ALTs about safety, hours, etc. we reported and asked for our PAs to inquire. The PAs did. It went to the main prefectural Japanese supervisor but as it was an ES/JHS BoE they "couldn't" do anything.
42. They gaslighted, minimized, and perpetuated the harm/discrimination and harassment. Invalidated my experience
43. The most serious incident (stalking + sexual harassment of my neighbor -- a fellow ALT) was not responded to by our CO until after we went to the police.
44. The prefectural head of JET called me afterward, apologized for the misunderstanding, that they shouldn't have allowed me to sign the contract if they didn't intend to keep me a 4th year. I didn't tell her what had happened about the pregnancy because at the time, I felt like maybe it was coincidental and since my supervisor had warned me not to become pregnant and I hadn't listened, I was at fault.
45. It was pre #me,too and I just complained to my JTEs and BoE about the behavior, but more in a joking manner. It was not egregious enough to pursue stronger disciplinary action.
46. The vice principal wasn't punished, and I had to continue working under him a while year after the fact. I felt uncomfortable and unsafe every day at work.

47. 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.

Q19 Did you report what you experienced/witnessed to the police? If Yes, was their response satisfactory?

1. Our language skills weren't good enough to actually report it and our BOE wouldn't help us.
2. My friend was harassed by his supervisor but didn't want to take it any further
3. I did not witness anything that was a criminal offence.
4. Again, was normal office culture or at most treated as ignorant xenophobia regarding foreigners.
5. No, the police did not prosecute the peeping tom who dropped his trousers and masturbated while watching me in my home. They said there wasn't a crime.
6. My school asked me not to.
7. I was being stalked by a stranger and they helped me for about a week but not seriously. They never caught him and never contacted me again or told me they were even stopping helping me. Thankfully I only saw him a few more times.
8. Because it was with the X Prefecture Judiciary Court. They informed me that I couldn't understand their Japanese Laws because I was not Japanese.
9. I reported being followed home to the police and they added a patrol of my area during the time I walk home. I still saw the patrol cars months after the incident. I didn't report other times when I was sexually harassed.
10. After making a big deal of photographing my injuries (he punched me in the face with a key) and the place where it happened, they effectively did nothing. After a few months they wanted to close the case, but as I was still in court, I declined. An officer "invited" me into a room to talk, closed the door, and then yelled at me for 5-10 minutes, saying that "foreigners were the source of all the problems and should just get out", "sign the paper and get out of my sight, you trash", "if it was up to me I'd also punch you in the face", etc. I repeatedly asked him for his name, if I should call my embassy, and if this is how they treated people who came to them for help. Eventually, I stood up and opened the door. When he did nothing, I simply left.
11. I don't speak Japanese adequately, and I don't think the police would have cared.
12. I had heard that the Japanese police don't help unless it is a clear-cut case.
13. It was not easy to communicate with the police, and several of the foreigners in my area had had negative interactions with the police.

Q21 Did you report what you experienced/witnessed to your PA? If yes, was their response satisfactory?

1. No action
2. My direct supervisor requested to handle
3. While they provided emotional support and escalated through prefectural BOE reporting channels, ultimately no action was taken in time. I resigned from my position out of frustration.
4. My friend didn't want to take it any further
5. It would not have been appropriate for me to do so.
6. They simply told me to not worry about it.
7. 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.
8. PA at that time was rarely available to JETs and didn't publicize their availability or what you can or should go to them to talk about
9. They told me there was nothing they could do. They said I could request a transfer but that it was up to my supervisor, so since I was having harassment problems with him, it would most likely not happen or take several months.
10. No response or action taken
11. The PA snapped at me in front of the police for being a nuisance
12. Again, they asked me not to talk about it and tried to explain it away.
13. The X Prefecture PA is a joke on every single level. As the AJET rep for many years, ALTs started coming to me to solve their problems instead of her, because she and the BOE were so ineffectual in dealing with cases of racism and power harassment toward ALTs at school by Japanese staff, and sexual assault among ALTs. When our AJET tried to talk with her about these issues and asking what could be done or changed about them, she took it as a personal attack.
14. The PA was useless. Not approachable.
15. When I reported it to my CO, it was through the advisor. We went to the meeting where I gave my report together. She later visited the school for different reasons and personally had a weird interaction with the man herself, but never reported it, allowing him to continue on.
16. Again, JET basically said they couldn't do anything, that I was on my own. I had to hire a lawyer and translator on my own, and spent around 500,000yen.
17. I didn't formally report to my PA, but I spoke to one of the prefecture's PAs. He was very sympathetic, but there's just not much to do about it.
18. 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.

19. I was the PA at the time of the incident.
20. "It is just the way it is" was the response
21. I never talked to my PA or met them, or really felt any sense of support/desire to communicate from them.
22. Why on Earth would I? PAs have no jurisdiction in my workplace and cannot change the reality of what happened.
23. In my experience, the recent PAs have a tendency to deflect problems or just pander to ALTs rather than provide actual leadership or support.
24. I did not report it as I figured I should tell my coworkers about the guy at work since they knew him and could intervene where a PA wouldn't be able to, and I doubted a PA would be able to do anything about the other 2 situations

Q24 (optional) Please write a brief description of what you experienced/witnessed (please omit any identifying information).

1. Students fondling ALT's genitalia Students and teachers making racially discriminatory remarks
2. My experience as an ALT was wonderful. I would do this again, I loved it so much. As an ALT in X Prefecture Ken, it was nice to leave for Tokyo to see the big city. The one time I and another JET ALT left our home city, we experienced a Japanese man whom we had never met, Walk up to us and hit us in the street. We don't know why he did that and we never found out why. We called the police because he followed us very far in the city. The city found he had a weapon that he used a metal knuckle to hit us with. The man was found out to come from a mental hospital and was just released. We went to the doctor and my friend got stitches in his head. This was an experience I will never forget, but I will always remember Japan and the JET program separate from this experience as a most wonderful time and great work conditions.
3. 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 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.

4. The supervisor appointed for my second year rejoined the workforce after an apparently bitter divorce, she made it abundantly clear that she was unhappy to be working with a male ALT.
5. I was groped by students at school. I was also sexually harassed by some students at school. I witnessed power harassment toward a fellow JET from a direct supervisor. Another JET I worked with was harassed by her neighbor, who stalked and threatened her. Housing discrimination was experienced by many of my coworkers when they tried to move. I also feel that I received subpar medical treatment and care due to my larger size, and I returned to the US with a chronic illness that had gone undiagnosed, even though I know the Japanese doctors were running tests for it.
6. I was groped numerous times by a male teacher who grabbed me between my legs. I was also excluded from certain activities that every other teacher attended, including student teachers. I saw the male staff regularly require the female teachers to serve refreshments and perform "women work". I had male teachers openly talk about visiting prostitutes and the female teachers were clearly uncomfortable.
7. -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.
8. I witnessed inappropriate comments as well as inappropriate and unwanted touching. I was made to work overtime daily and was never compensated.
9. In one instance students made comments about my breasts and we're forced to apologize. At another, a male teacher was overly friendly at an enkai and I was told to avoid him by other female teachers. The third instance was a stranger bothering another ALT at a festival by flirting- we just tried to avoid him.
10. Women being forced to pour tea for males. Inappropriate touching at nomikai. Women and foreigners forced to drink at nomikai.
11. SEXUAL HARASSMENT: (1) A group of my JET friends (mostly women) and I were exercising together in a public park. A guy nearby seemed to start filming us/taking pictures with his phone, but we weren't sure. Eventually, he wandered very close and it was obvious he was trying to take pictures from suggestive

angles. One of our friends who was fluent in Japanese told the guy to stop and get away from us, and our friend said he was making perverted comments. (2) My JTE was male. He himself was always completely professional and respectful. One time, since I didn't have a car, he gave me a ride from our school to a work enkai that involved some people that were not my co-workers (I think maybe it was like the PTA members or something). At the enkai, I was seated near my JTE and some people who I didn't know/were not coworkers. One of them was a guy who started making comments in Japanese to my JTE. My Japanese is only high-intermediate level but I picked up enough to know that the guy was talking about how pretty I was, how he noticed that the JTE and I showed up together, and making insinuations. My JTE did not say anything inappropriate and stopped that line of conversation. I just pretended I wasn't listening, but I feel like it made things a bit uncomfortable between me and my JTE. SEXUAL ASSAULT: (1) On a late-night train that was quite full, a guy came and sat next to me. It was one of those seats with just room for two people. I had been sitting next to the window, so he took the free seat on the aisle. It was the only empty seat available, so it didn't seem weird that he took it. Then he said hello and asked me if I was a foreigner, and from where. That's a question I got a lot, so I didn't mind telling him, yes, I'm American. Then I noticed he was drunk. He seemed glassy-eyed and smelled of alcohol. He didn't say anything after that but, eventually, I noticed he took out his Nintendo DS and started using the camera function to take photos of me. Then he said something along the lines of, "I hear American women have big breasts" and he put his hand out and onto my chest. I pushed his hand off, and he reached for me a couple more times and I kept pushing his hand off. Almost at the same time, the train was stopping at a station and he immediately got out at that stop.

12. I saw a teacher hit a student on the head with a big hardback book. I was also asked questions of a sexual nature by a male teacher in front of/during a class, very inappropriate.
13. 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.
14. As mentioned, I entered Japan with little Japanese like many other ALTs I know. Of course, the inability to communicate will lead to misunderstanding and thus issues. I did find that being of an Asian culture would lead to more discrimination because they are more familiar with it, and the long-ingrained systemic racism will remain. I was in Tokyo once, and there was an anti-Chinese, anti-Korean

march. Culture-wise, I had good training prior, but a lot of people have this twisted conception of Japanese culture, coloured by their love for Japanese animation and video games. It's a pity because this alienates them as well.

15. There were many assumptions made about ALTs of various races and identities, about whether they understood the Japanese language or culture based on their perceived identity, which then affected what opportunities they were given. In this case, an ALT in our prefecture who presented as Asian and an ALT who presented as white got different opportunities despite being in very similar situations because of assumptions made about their needs and experiences. There were also many instances of racial microaggressions (for example, you are so quiet for a Chinese person). Even if they were well-intentioned (for example, your chopsticks skills are so good), after months and years they can wear down confidence and feelings of belonging.
16. The incidents I encountered were minor but pervasive. Some were genuinely cultural differences that still would be unacceptable elsewhere. The other was an older man who worked in another office who would lean over me or touch me while I was working at my desk. I finally slapped his hand at a festival when he grabbed my hand and wouldn't let go. I never saw him again.
17. Stopped by police for no apparent reason, shouted at in the street and in bars
18. I experienced sexual harassment from students (inappropriate comments, gestures, attempted touching, recording me in and outside the classroom on their mobile phones). My JTEs either didn't notice, ignored it, or laughed it off. Sometimes I wouldn't realise it had happened until afterward. Some of my JTEs would nip this behaviour in the bud when it happened and others would back me up if I called out the student(s) in class. I have heard countless stories of similar things happening to other female ALTs in my prefecture. There were also several cases of male ALTs harassing and assaulting female ALTs and Japanese women. I was one of the PAs at the time and these cases were very difficult to handle. There was no guidance or support on what we should do in those situations. We tried our best from a welfare and a support perspective, but we felt very out of our depth and not prepared to take on cases like these.
19. Senior leaders shouting at members of staff, in front of other staff/the whole staff in morning meetings. Refusal to update a single mother with the latest information about the school, because she had to take time off for her sick children.
20. My supervisor at the BOE made several comments about my (usually very loose-fitting and conservative) clothing and how the male students must like it. He also made several suggestive comments about me having inappropriate relations with one of the other teachers at the school. Even after I strongly told him no such thing was happening and it made me uncomfortable he still joked

about it in a meeting with around ten people. When I would tell my Japanese friends and even the Japanese teachers at the school I worked at about how he was treating me and the comments made, they were shocked. They are part of the reason I reported it to the PA and the higher-ups at the BOE.

21. Mostly unprofessional comments towards female coworkers (that they were "better" at tea making, not suited for manual labour) as well as comments or references made to myself and coworkers about our counties (ie. The IRA to myself)
22. I think language and cultural barriers make cases of any of the above more likely to be dismissive. **Cultural differences can be a convenient, overarching excuse while language barriers are deemed too difficult to overcome.**
23. I had to work and communicate with them frequently. They had fits of random anger, screamed at me (for wearing sunglasses, having hands in pockets, asking if being paid for unused vacation days was optional, even for talking to myself), displayed acts of physical aggression (they pushed me and odd things like suddenly forcing my leg to the ground when I had it crossed over my knee), and so on. Our coworker, who they were close to, was also verbally abusive.
24. I am not sure if it was sexual, but it was violent. I was placed in a JHS school with fairly rough students. One student dragged me across the corridor to show off to other students. I was lucky to have another teacher nearby who was able to get him off me. It turned out that he had been increasingly violent to other female teachers, including punching and picking up teachers. However, male teachers including the discipline master had told female teachers that they were weak and did not know how to handle boys. It was really traumatic and I had panic attacks for a couple of years. The student was made to apologise but I was told not to report it as it was a few weeks before graduation. Students were called into a school town hall and told that they should not touch me as it was an "international issue" and "a different culture". There was no such protection for the Japanese female teachers, and one of them had a full mental breakdown and left teaching after a 25-year career. My Japanese female teachers always showed up for me, and really tried to protect me the best they could.
25. Constant criticism of myself and my work by a Japanese colleague. The same colleague also spoke badly of me to other teachers. I was left feeling extremely isolated and uncomfortable in my workplace.
26. A co-worker tried to get on top of me and kiss me on a cab ride home from an enkai. He was twice my age and I had not shown any interest.
27. My female-identifying Japanese colleagues experienced sexual discrimination in pay grade and power harassment (especially the younger, new teachers)
28. 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.

29. I experienced sexual harassment from a student. This was the last straw in a string of inappropriate behavior (unrelated to me) in their academic career and the student was expelled. A colleague demonstrated unwanted attention in me and engaged in unwanted behaviors, including mild stalking. Witnessed (not in the moment, I found out the following day when I supported the victim in their follow-up medical treatment) a rape between two JETs. Discrimination - too numerous to list. Anytime a JET is not invited to a faculty meeting. Anytime a woman is asked to hang up coats or serve tea when the men aren't also asked.
30. I was walking through town alone during the day during a small farming festival. An old man said hello to me in English, so I said hello back. He then asked me for a date. I didn't want to be rude so I laughed and said "thanks but I'm happy by myself." He said "no, let's date! It's a joke." He was smiling so I thought he wasn't angry, so I kept walking. Then he started screaming at me in Japanese with an angry face and grabbing himself between the legs. Many people saw but nobody said anything or did anything so I walked away more quickly into the crowd and didn't stop until I got home.
31. Younger teachers were frequently power harassed by older teachers, and teachers with mental health issues or teachers who wanted a healthy work-life balance were discriminated against.
32. There was a lot of power harassment from one principal. He was at a nearby JHS and got moved to mine after two years because he had such bad reviews from teachers that the board of education (and even the prefectural BoE) had to respond. But they responded by moving him to a new school instead of dealing with his abuse. At my school, he routinely yelled (and fought with) at teachers, students, and parents. This led to the suicide of a staff member of my school. The suicide occurred on school grounds. After this, the principal was pushed into early retirement and everything was swept under the rug.
33. A toxic environment riddled with misogyny (other JETs), a discriminatory work environment (aimed at those who seek mental health assistance), and a general disregard for the struggles faced by women in Japan
34. Was assaulted and discriminated against in front of a subway station. Lived in a mold-infested apartment for two years and eventually developed life-threatening asthma. The school was very helpful, but the board of education only assisted me to move when I finally threatened to quit. There were often comments such as "foreigners don't know how to clean a Japanese apartment." In addition, the board of education denied ever knowing mold existed there, but there were

records with photographs showing the bad condition before I moved in. Previous ALTs had also complained about it.

35. a female teacher at my school was being sexually harassed by an older male teacher, both at school and at enkais/nomikais
36. My professional opinions were not taken as seriously as my co-CIR's were (male, white-passing), and I often had my work second-guessed and criticized when it was revealed to the requester I was of Asian descent when they were all praises when they assumed my co-CIR made it. Been told to my face that they didn't want me for their event/photo ops as I wasn't pretty or foreign-looking.
37. Bullying of younger teachers by older teachers (both Japanese). Multiple cases in different years
38. Sexual harassment and assault at matsuri, sexual harassment in the workplace, grabbing of my breasts and buttocks by students, unwanted sexual and body commentary in the workplace and in town and at work-related parties, being asked to do demeaning jobs, being talked down to in the workplace
39. I often witnessed biracial students being discriminated against by teachers and staff, especially if they had a parent who was American but not white. For myself, it was generally because I was foreign and was ostracized by some of my coworkers and power harassed over it
40. - nonconsensual touching - nonconsensual forced kissing - being spat at - surrounded and groped and asked inappropriate questions - being refused service - anti-LGBT comments - racist comments directed at black friends
41. My stalking situation, a friend's sexual assault (neither the police nor BOE did anything to help).
42. I was sexually molested by my Aikidou teacher while sleeping in a group room during a weekend-long Aikidou demonstration event. His fingers touched me everywhere, including vaginal penetration, while he believed me to be asleep. As if I could sleep through that... My closest JET friend doubted me when I told him. My trusted Japanese English co-teacher just told me she hoped I didn't think less of their country when I shared it with her. Since neither of them supported me, after that, I just shut up about it. I was sexually harassed by a fellow JET. While drinking and singing karaoke one night, he kept trying to physically pull me against him and kept pressuring me to have sex with him. He did this a couple more times on other group nights out as well. I forget all the various incidents of just inappropriate commentary related to my physical appearance. For racial discrimination, I was repeatedly randomly stopped by police in various towns and asked for my ID and where I lived, and why I was there. Literally just while I was walking down the street. Then there were multiple incidents of being pointed at and called racial slurs by strangers.

43. The teacher and I had a disagreement over something minor but she took it upon herself to be as vindictive as possible. Stopped taking me to classes and convicted some of the other teachers to not take me as well.
44. I was followed by various men around my town, and once had a man flash me during work hours. I reported everyone and talked to the police once, but nothing happened. The BOE didn't do anything. Later, I wasn't renewed and I think it's because they didn't want to deal with it.
45. A prefectural advisor within the same contracting organization would make remarks like "X is only in a relationship because they are white", white people shouldn't be allowed to have certain hairstyles, or white people can't understand racism. When told that what they were saying was racist, and that if the races were reversed it would warrant severe punishment, this person would respond by saying that black people could not be racist. This person would constantly get into conflict with both other JETs, and locals, and act like a victim despite being the aggressor. I was led to believe that in such situations, we should report to the prefectural advisors. Unfortunately, in this situation, I felt that I had no one to report to.
46. I had photos taken of me by a male co-worker without my consent. Other co-workers tried to force me to allow it when I would block my face. I also witnessed him touch other female co-workers (their backs) and make sexist comments. He also made a game with the theme of sexual harassment. Which led to another co-worker making a poem about another's breasts. I had female co-workers force me into matchmaking games with male co-workers. I had a female co-worker who would harass younger female co-workers for being "too cute" or "too dumb". I had a male co-worker tell me to "go have sex" with another male co-worker who was married. I had a co-worker create a "teacher's club" specifically to badmouth other teachers. Outside of work... I had a picture of a vagina shoved in my face while I was on an escalator in the station mid-day. I've been followed into numerous shops and followed home. I've had cars pull over and call out to me. And more I'm probably forgetting right now.
47. When I experienced sexual assault in the classroom the response from the teacher and students made me think this was normal in Japan (grabbing breasts). I was trying to be a "good" JET and acclimate to my lived in culture so just kept my mouth shut and arms crossed over my chest.
48. The foreigners in the office were wrong because they were foreigners. Even though they had done the job for longer than the supervisor had been in the office. Students were harassed by a specific teacher about things like weight, and race.
49. As I said earlier, my supervisor would make lots of rude comments about Americans and how awful and unprofessional we were. She harassed specific people about their bodies and weight in front of everyone. She would tell them

they were fat and needed to lose weight and then give unsolicited medical advice. She read private medical information aloud to everyone in a way that made people feel very uncomfortable. She would shame and dress down certain ALTs for minor offenses. There was blatant favoritism shown to men. She would use "changing schools" as a way to threaten us into behaving a certain way. She would harangue us about how certain segments of people worked harder, even though none of us had control over our assignments. It was unpredictable and stressful. We had to see her each Monday, and I would be nauseated that afternoon in anticipation.

50. When I first started at the school, one of the male teachers told other teachers in the school he'd slept with me. When confronted he said it was 'just a joke'.
51. I experienced racial discrimination from a shopkeeper who did not think I could understand Japanese and overheard him talking to a colleague about me.
52. I had teachers talk badly about me in front of me, or male teachers talking about sexual encounters in front of me assuming I don't understand. I also had teachers talk to me about how bad my home country is and how I am lucky to be in Japan. I had a teacher also ask me the differences between Japanese and American penis and which I liked better at a drinking party.
53. I was frequently called to my face, the gaijin ornament or decoration. I was made to work longer hours because gaijin have it easier in Japan and I needed to pull my weight. I was constantly harassed during my downtime at work for not working hard enough. I eventually hid and ate lunch in the locker rooms to keep away from people constantly telling me what a horrible gaijin I was.
54. Other Japanese teachers at my school would be harassed by their peers. I don't believe it was criminal, but it was concerning. This power harassment usually came from older or more experienced teachers.
55. One principal would constantly comment on the weight and body of women in the office. He also compared the skin of my Black ALT colleague to various foods.
56. I experienced what I believe was power harassment from my supervisor. We had a disagreement about my washing machine, which was owned by my BOE— it was literally falling apart because it was old & outside on my balcony. I wanted it replaced, my supervisor said the BOE didn't have the budget to buy a new one, so I asked to exchange it with one that was sitting unused at the BOE. My supervisor said that was fine, and we got into an argument about how the newer one would get to my apartment and take away the older one (my office does not allow ALTs to drive, and my apartment was about a 40 min drive outside the city my BOE is located). I wanted the office to come and exchange the washers since they owned both machines, but my supervisor insisted that the BOE "had no money" and that I had to get someone on my own to do it. We argued for a few minutes, then my supervisor started yelling at me, calling me rude and saying

other rude things about me. When I was still sticking to my guns insisting the BOE had to help me out and that I couldn't ask any friends, my supervisor told me I needed to explain everything again to the management department, in Japanese (and my supervisor said they wouldn't translate for me).

57. Experienced: being told by the vice principal during a drinking party that I should do a "sexy dance" with another female coworker for him and the rest of the staff
Witnessed: aforementioned stalking
58. A teacher I worked with asked me how big my penis was and when I ignored him, he proceeded to show me objects and ask me if it was bigger than the object he displayed to me.
59. There are too many instances to write - A friend was kissed against her will by an older man, I was followed home multiple times by various men, men made comments to and about my body in public thinking I didn't understand them. Students of mine made discriminatory remarks about my hair and skin color in Japanese constantly for three months. I didn't really have the vocabulary to report it, but some of my other students did. I felt the school handled it well after the report. An Asian coworker of mine was never allowed to change plans (like in moving, booking a flight home, taking or not taking leave, etc.) when the rest of us were. When she would point out that she was being treated differently, our supervisors would tell her to, "Please act more Japanese."
60. 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 a 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.
61. Students joking around and teaching me private part names without me knowing. Also had a student point to a Cambodian worker riding to a factory job and said that the person looked at me and everyone laughed.
62. I went to Okinawa with a few JET friends of different ethnic backgrounds. Me, being ethnically Japanese, can pass as a Japanese National. We went to a few restaurants which refused to seat us and just waved my friends out of the restaurant, whereas when I went in, was greeted warmly. I felt extremely awkward knowing that at this EXACT same restaurant, going in just after my friends had gone in to get seats, I was allowed to request a table where they were not. The owner of this restaurant verbally sighed when I entered with my party. It's safe to say that we did not intend to eat there after that. We left immediately upon entering.

63. A drunk (male) PE teacher started humping the air around me during a drinking party yelling "Do you want to have sex with me?" in front of all the teachers. He did this a few more times and then went away to do other stupid drunk PE teacher stuff. He repeated this at other gatherings and apparently did that to the next ALT (who was married).
64. Another JET was denied the opportunity to write about an LGBT topic in the city newsletter, clearly because of the topic
65. Women always expected to serve tea in spite of there being plenty of men in the department
66. Derogatory comments towards foreigners/generalized racism towards Chinese students and workers in particular.
67. Discriminatory attitudes from Japanese people when I worked with other foreigners, particularly Caucasian/white foreigners. Discriminatory remarks were made when I showed my name card to a business associate (not anything in my office). Sexually discriminatory remarks about women made by a high-ranking official of a different department at a work party.
68. - unwanted touching of my breasts by teachers during work hours - negative comments about my body and skin colour - comments about heavier coworkers - talking about their clothes and food intake - inappropriate discussions of my sex life in front of coworkers and students - infantilizing of myself and other JETS - not being allowed to drive, thought to be lying when sick, random home check-ups
69. For me, it was mostly being stared at or hearing people use derogatory language toward foreigners like it was ok. Also, I witnessed when one foreigner got caught with pot in a town far from me but all ALTs and CIRs in the prefecture were lectured like we might do the same thing because we were foreigners.
70. I had to redo PowerPoint slides for a CIR presentation over and over again so that it was no longer my presentation. I was expected to enjoy Halloween because I am also a foreigner. Most of the suggestions I did were discarded by the harassing colleague because she was the strongest in the office. Every Japanese mistake was nitpicked until I lost all my confidence in my language skills at some point and I think I am still a little bit traumatized by it today.
71. Senior BoE male member inappropriately touching a junior member after she clearly said stop.
72. An emergency hospital refused to treat an ALT, even when I offered to interpret on their behalf, and informed them of their duty as the on-call clinic for weekend emergencies in their region. **I would say language barriers lead to discrimination, and when it's a "he said she said" situation, obviously, the party who is unable to plea their case in Japanese will be in a weaker position.**

73. I frequently had people cross the street to avoid walking next to me, refuse to come into the train station waiting area once they saw me, tell their friends I was 'scary' and should 'go home' (this included my students), refuse to answer questions (conbini/train station workers, in Japanese), and worst to me was that coworkers would speak rudely about me in Japanese as if I didn't understand.
74. Harassment by a JTE (inappropriate filming of me and students). Harassment by a student touching me. Harassment by students saying inappropriate things in English and Japanese.
75. In most cases, it was the lack of people in power being willing to deal with people who might speak another language than them. And in many situations feeling like they could share overly sexual comments with me because of my race/nationality/gender. Such as talking to me about a coworker in a sexual way even after I repeatedly attempted to avoid the subject. Or touching me (not in an overtly sexual way to me personally) because their image of my culture was that that would be okay.
76. In my first year on JET, a woman in my cohort committed suicide after she was raped by a Japanese national who was also a teacher (although at a different school). Her rapist was never even brought in for questioning by the police, who blamed her for socializing with a man and did not provide adequate translations during the retraumatizing process of interrogating her and forcing her to reenact her rape. The PA tried to help her because they were friends but the BoE provided no official help. Ultimately, all the JETs who remember her have left Japan, and her rapist has never faced any consequences or inconvenience for stealing her life, and he continues to teach in Japanese public education. Even when complaints are phrased in a way (or language) so that they can be easily understood, Japanese authority figures choose to ignore those complaints or make the victim the problem. This is why upskirting/tousatsu and groping/chikan are such problems, and this is why they will continue until the government cracks down on this violence and creates a sexual/gender violence registry so that perpetrators cannot leave and start fresh in a new area. There are no meaningful, reliable consequences for gender/sexual violence in Japan.
77. 1) I was in a really out-of-control class with JHS 3rd years. Toward the end of the year, one group of boys decided to really act terribly- they made comments on my body, drew pictures depicting sexual acts on the whiteboard instead of doing the activities, etc. The JTE, who was experienced but new to that school, did and said nothing, and told me her policy was to just not react to them at all. In retrospect, I should've told the vice principal because it really was sexual harassment, but I ended up just waiting it out since they were close to graduation. 2) My supervisor at the BOE volunteered me to give English lessons to the tax office for one year. It was super open-ended (they couldn't give me any

concrete guidelines about what they wanted me to actually teach), which was very stressful. When I finally went, I was the only woman in a room full of about 20 men. I was having each one go around and introduce themselves to get a good idea of their speaking levels. One of the tax office employees had traveled a bit and felt more comfortable speaking. When I asked them if they had any questions for me he started asking me really pointed personal questions about if I was single (I said yes, trying to end the questions, but he continued with "Is he Japanese? Where is he from? Where did you meet?". etc). I felt gross being put in that situation. Afterwards I never received any scheduling information about going back, and never heard anything about it from my BOE/supervisor (I think originally the idea was that I was to give lessons once a month), so I'm not sure what happened, but, honestly, it was a huge relief.

78. When I told my coworkers about the guy at work, although they were all women and therefore I figured were likely to understand where I was coming from, they initially tried to convince me it was a misunderstanding and only really took it seriously when I got frustrated trying to explain in Japanese and trying to get them to believe me and ended up crying in front of them (which was not my intention). It was hard to explain any of the things I experienced because despite being a CIR I did not have the vocabulary or confidence to express what I was trying to.
79. One of my JTEs would change the English class schedule without telling me so that I would miss their calls. They did this many times. Avoided me and made working together to teach the class next to impossible and made it seem like I was doing a poor job, or didn't care about the lessons. I also witnessed teachers bully students on many occasions. I also witnessed other ALTs I knew who were people of colour get treated poorly, and stereotyped by their school staff.
80. On my very first day as a CIR, my former supervisor asked me to dye my hair blonde to appear more "foreign." I'm part-Japanese, so apparently, I wasn't "foreign" enough for them. This was racial discrimination.
81. ALTs being asked to drive to another school over their lunch break and have no free periods EVER in a day on top of being the T1 in most ES classes was unacceptable. It broke jet contracts and when the ALTs came together and told their CO and nothing could be done? That's some useless system. The CO was abusing their foreign staff, and it cost them. Everyone left that year. But they were all mentally stressed and breaking down. 7 classes and no lunch break is illegal. Why something couldn't be done by the prefectural BoE blows my mind. The man in charge of their CO was a known- almost in retirement- power harasser.
82. A Japanese member of the public harassed and followed me onto numerous trains whilst I was travelling solo on vacation in Wakayama. On the third train he

followed me as no other people were in the same carriage, he cornered me and tried to kiss me. I fled the train at the next stop and he did not follow.

83. 1. Was followed and propositioned multiple times by strangers outside of work (asked directly for sex or implied sex by asking me to go to a love hotel) 2. Was told to go back to my country by countless people, at work or outside of work 3. The neighbor was heavily stalked by a local Japanese man, left gifts, notes, tried to enter the apartment building, attempted to talk with me and other neighbors about her whereabouts, followed her, and waited outside of our building for hours. 4. A Japanese man asked my CO personal questions about where I lived and how old I was. They dismissed him entirely, but he tried to imply I was an improper teacher because I was often seen with other male ALTs around town.
84. A drunk old man on the train started loudly calling me and my country stupid, then started to shove me. I could have defended myself easily but decided not to because of the hundred or so potential witnesses that were on the train that would probably have said that the foreigner was pushing around an older Japanese man.
85. One of my JTEs made innuendos in the staff room, but we female teachers all laughed it off because he did it to everyone and we ridiculed him to his face (this was 1993). His name was Saki and I joked "Saki-hara" to my female colleagues.
86. Experienced gender discrimination in general and occasional harassment, though not at school. Also general gaijin discrimination. Witnessed gender discrimination obviously, and occasional racial discrimination/harassment outside of work, mainly towards other Asian and Southeast Asian people
87. Had old men get up in my face and continuously bother me at the train station. Had an old man neighbor continuously bang on my walls for snoring. Another friend was bullied out of her apartment for being black
88. I was physically (violently) assaulted multiple times by a vice principal at my main school. I talked to the BoE, yet they didn't take it seriously and forced me to continue working with him. He continued to grab my shoulder and touch me inappropriately until the day I left. I felt uncomfortable and unsafe every day. I also had another teacher I worked with make fun of my weight, and she made worksheets for the kids teaching them how to say, "Go back to America."
89. Whether you have strong language skills or not (I had N1 level Japanese), discrimination still occurs.