



Harassment, Assault, and Discrimination Survey Report

2021 National AJET

Spring Survey 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, 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/Pedophilia
- Racism/Xenophobia
- Homophobia/Queerphobia
- Profanity
- Misgendering
- Mention of Human Genitalia/ Bodily Functions
- Violence

ALT Appendix

Q11 If you experienced discrimination (separate to harassment and assault), what did you experience?

1. Foreigner
2. Gender Discrimination
3. Dismissive behaviour towards my mental health; Body-shaming during kimono club
4. Anti foreign sentiment
5. Power harassment
6. Staff refusing to explain what we were doing because it would be "too difficult" to explain to me, despite me asking in Japanese and having adequate Japanese speaking level (multiple occasions)
7. Ableism
8. アジア系けど、外国人として差別ことを経験した(何回も)
9. Tattoos
10. Age, Gender, Ethnicity & National origin (if being treated separately to racial discrimination)
11. One time when I went to the doctor's and was told I had high blood pressure, my doctor said, "you like meat and fat, don't you?" clearly referring to my weight. Also, during the height of COVID I saw the infamous "pen" news clip and also noticed how people looked at me and my friends when we were in public because we were foreigners and assumed to be a danger to them for Corona.
12. Bullying/Intimidation
13. Age-based
14. Discrimination based on language ability
15. The first was racial about a few months after covid started looking more grim in Japan, my Boe asked me questions upon my return from a trip and asked if I had come in contact with any Chinese people during my trip. However, I am of Chinese descent and was really caught off guard by their question. The second wasn't about my race but it was about my country and a teacher comparing the two and then gloating about how his country is so great.
16. Gender discrimination (not allowed to use a toilet at a school)
17. assumption and subsequent treatment that I can do anything by myself because my Japanese isn't 100% fluent. (I'm quite proficient, but not a native speaker.)
18. Prejudice and hate speech without provocation
19. Stalking by another ALT
20. Workplace discrimination. Being degraded by a Japanese English teacher and then instead of the teacher being punished, I was automatically assumed to be the problem. It

seems it's automatically assumed the Japanese teacher will be innocent. (This was over a year ago and I've let the issue go and am no longer at that school)

21. Undermined by American staff members and some staff, put down for not speaking "real" English (US English) and not given certain roles because I was not American
22. Does harassment from a monster parent (モンスターペアレント) count as power harassment? Or is it just harassment? I don't know, sorry!
23. Related to COVID-19; due to the spread of COVID-19, one of my schools made me eat 給食 in the staff room instead of with the students, under the premise that it's because I go to multiple schools. However, the school librarian (who also goes to multiple schools) was still allowed to eat with the students. Related to the contract with my CO; they recently changed the rules about school vacations (spring, summer, winter) but did not include them in the contract. The new rules say that we cannot stay home during school vacations; we must go to work, however this must be the BOE, not schools. The reason is because ALTs should be treated the same as regular teachers. However, regular teachers get paid menstrual leave, while our ALT contracts specify that menstrual leave is unpaid. The other reason for having to go to the BOE is because, as I was told, we have to study. However, it is not written anywhere in our contract that studying is a part of the job description of a necessary part of the job.
24. Colorism specifically
25. LGBTQIA Discrimination
26. Sizeism
27. Homophobic remarks, comments and jokes.

Q12 If you witnessed discrimination (separate to harassment and assault), what did you witness?

1. I didn't witness but I know a friend who was assaulted at a train station, police were involved.
2. Discrimination against foreign-born students at my base school (e.g. teachers and students mocking Chinese and Filipino immigrant students for their accents, for not understanding the Japanese language/Japanese culture, etc.)
3. gender discrimination
4. Ignorance and thus dismissive, potentially harmful behaviour towards students who may be on the spectrum; teachers exercising power harassment as a means to deal with "problematic" students.
5. Bullying
6. Power Harassment
7. Age Weight Related
8. 去年:白人の友達と一緒にレストランに入るときに、店員や店長が「外人や県外の方入る禁止です」と言いました。「全員もう3年間xx県に住んでいて、もう1年間誰も県外出なかった。。。>>>」といったけど、「ま、そんなこと信じられない」と簡単に答えられました。結局、あたしたちが諦めちゃって別のレストランに行きました。
9. LGBTQIA+ discrimination

10. Age, Gender, Ethnicity & National origin (if being treated separately to racial discrimination)
11. One time I witnessed some students making fun of their classmate who is a special ed student. The teacher, thankfully, called them out on it and gave them a long lecture about it. Also, I generally see students making fun of the black kids that appear in videos and don't see teachers saying anything about how they only look different and are from somewhere else and that yelling "chairo!" is rude and not appropriate.
12. A teacher asking about if I've gone to the red light district and so on, along with making comments about other female staff before
13. As a PA I have had ALTs report to me that they have received negative comments on African hair styles.
14. I witnessed discrimination against people with disabilities.
15. This is a tricky one, so I flung it under "other". Sorry to whoever sorts through this. Beyond the 'foreigners aren't wearing masks right' news conference, I personally have had a bit of racist abuse from students at my secondary school. But also my co-ALT and I both have consistent problems with JTEs being incapable-to-the-point-of-communication collapse of actually talking to us (male JTEs being unable to talk to female ALT, female JTEs being unable to talk to male ALT) and it drives us both insane.
16. Bullying and isolating another alt in the same office. Talking and mocking of supervisors and other alts
17. Prejudice, hate speech and defamation of character. Also, false accusations against my reputation as an ALT
18. Some of my teachers have made some comments to students who don't follow typical gender norms
19. Related to COVID-19; many restaurants did not accept foreigners due to the spread of COVID-19 Because I don't look like a foreigner in Japan and because I can speak Japanese, I was able to go into the restaurants. However, my ALT friends who are African American were not allowed, despite the fact that they have lived and stayed here since before the spread of COVID-19. Additionally, when we asked one restaurant owner about this rule for the ALTs, they said that as long as they are with a Japanese person, they can come into the restaurant. However, if they come alone, they are not allowed to dine there.
20. Parent beating his children in the teachers office while the teachers looked on
21. Discrimination attitude when school teachers are getting free time or paid leave during holidays but ALTs are forced to come to work and deskwarm. Also when I am not to use sick leave I am forced to take nenkyu when feeling sick.
22. People stare at you. Sometimes friendly stares but other times, you can see and feel their anger or frustration. Also a friend was followed after they exited a train. She was very worried that he might do something. Again it could be motivated by race, but who knows.
23. Foreign students being disciplined unfairly/ more strictly than their Japanese peers
Discrimination based on nationality for the driver's license exam Being forced to share

private medical information with a JTE because we are not provided with an English translation for the health check.

Q13 If you experienced something other than what you selected above, please specify it.

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1. Being shouted at by a JTE who insisted that I do all the work for an English seminar when I said "No". I was asked to write an essay by the same JTE who did not acknowledge my efforts in the article. Being cut off in front of the class or talked over while having classes. Always told about negative feedback but said JTE never helped in preparation of lesson materials.
2. Stalking
3. Followed and filmed by a stranger around a supermarket (multiple times - different days same stranger) Strange man rang my school looking to meet with me (after seeing me in a different location and without telling him where I work)
4. An ALT colleague (for a separate BOE within X prefecture) was allegedly sexually assaulted by another ALT. She was blamed when she reported it while the alleged perpetrator faced no investigation or consequences. The alleged perpetrator had also been reported for harassing another female ALT. Myself, and 2 other ALTs had a meeting with the BOE to discuss this issue alongside other issues we had. Our PA was very defensive and actually looked visibly angry and acted unprofessionally in the meeting. She seemed to take it personally that we were complaining, as if it were a reflection on her. I guess in a way it was as she knew about all of these issues, but did not seem to show much urgency in getting them resolved.
5. I was bullied by a variety of teachers. Teachers also got students involved on whatever gossip they had to say about me, and in turn students started bullying me. From completely ignoring my existence, saying things like "we don't need you" or "go back to your country" are common things I hear every work day.
6. Direct verbal and online attacks from other ALTs. This includes a work day in which they waited until contractual work hours were over to start berating and belittling me.
7. Harassment and emotional abuse from fellow ALT
8. Emotional Control
9. I was questioned repeatedly about if I regularly talk to other foreigners before entry to a health clinic.
10. Due to a Corona case that was publicized by the municipal government of an ALT contracting the virus, threats were made to that ALT and their school due to them being a foreigner.
11. discrimination based on physical appearance
12. Psychological abuse, sabotage, and lies.
13. Elementary school boys need to be taught that touching an adult pubic area is assault
14. I experienced both power harassment and gender discrimination from a vice principal
15. I have seen Japanese people stalk my Japanese friends and make female ALT's feel uncomfortable.
16. A colleague used to ask me for large sums of money.
17. Just being dismissed about the official complaint I made about the male alt harassment.

18. People both in the ALT world and JTE have falsely accused me of having love interests with students
19. Bullying and verbal harassment from students.
20. I was refused service in a taxi because I am foreign, even though I have never had an issue communicating with taxi drivers before. I was told by a woman in a city to go back where I came from while waiting in line.
21. People following me on trains to try and talk to me even if I say no. People touching my hair and making inappropriate comments
22. Saw a restaurant owner reach out to touch a black woman's hair and feel it. She was made extremely uncomfortable and felt unsafe
23. Without going into detail, I evaluated a student on an assignment less than what they expected, the student was upset, and told their parents. The parent proceeded to harass the JTE, my school, and me for months over it. As public servants, we have to answer to every complaint from the public apparently. So whenever this parent called or came to the school to complain, the school had to address and acknowledge it. The parent demanded I come to school on a weekend to talk to her and the school asked me if I wanted to come with a neutral JTE to interpret. I agreed. The parents never appeared and I was sent home after 3 hours only for them to show up late and complain that I wasn't there. The school called me to come back and in the time it took me to return to the school, the parent left. My school acknowledged that this was a power move made by the parent and from that point, no other attempt was made to involve me with the parent. My principal and vice principal made a point to keep me away from the parents. The parent repeatedly threatened legal action to which the school had to respond to by answering their questions while the parent "prepared their case" against us. I ended up speaking to a lawyer and was told to look for a legal interpreter/etc "just in case." The parents never got a lawyer (because there was no case!) but kept threatening legal action so we were in a weird limbo. My school and the school lawyer repeatedly reassured me that I was not in trouble and there was no case against me. They explained to me that this was a "monster parent" situation. Because legal action was threatened and it was INCREDIBLY IMPORTANT I GET MY DATES/DETAILS PERFECTLY CORRECT, I was always updated whenever something came up. I was told to keep a journal/folder with every update, interaction, etc. This went on for eight months and the parents would call to complain and blame me for everything. They withheld their child from school and blamed me because their child was missing days. They demanded I not teach the child's English class anymore. The school rejected this one because it wasn't fair to other students. The student no longer had to attend class on ALT days. I was blamed for them missing class. I was blamed for the students having alternative assignments because they couldn't do the "easy" group/pair work their classmates were doing during ALT days. I was blamed everytime the child's grades dropped even though I wasn't grading/evaluating them. They blamed me for their child not being able to go on a school trip because they missed so many days (because they withheld their child from school because of me). They wanted me to not attend graduation because I ruined their child's school year. They even blamed me because their child had to take entrance exams for high school????? EVERYTHING was my fault

and they complained to my school EVERY TIME something went wrong and blamed it on me. I want to emphasize how supportive my school, the admin, and my coworkers were during this time. I felt taken care of by them and didn't feel the need to report my situation to anyone higher.

24. I've been told by a student not to touch/play with her because my skin was too brown. I've also been teased about my Black hairstyles (locs, twists & braids)
25. Not being allowed to immigrate for work even though athletes and their teams are allowed in
26. An older man in my town stopped me near my home and talked to me for a long time in broken English. After a while, it became apparent that he did not like Americans, especially female Americans and wanted to vent. He said "Americans are all bad people" and kept trying to angrily discuss with me why all Americans are bad. I felt very threatened and as we were near my home, I finally was able to end the conversation and hurried away. I hid in an underpass for a long time until I thought it was safe and that he wouldn't follow me home. I told my school about it and they were pretty dismissive, like "that happens sometimes, I guess call us next time something happens." Another time a man kept following me to "practice" his English but he wasn't really listening to my answers and it got more and more awkward and creepy as he kept following me on trains stop after stop. I finally had to demand he stop following me and ducked into a store. Again, my school didn't seem too concerned. These incidents have made me less friendly to strangers. I don't really feel comfortable talking to random men in Japan anymore.
27. Apartment being watched, supermarket staff calling the police on me, being shouted at or commented on while outside
28. Men masturbating in front of me in public. A man pulled his pants down in the middle of the street at night time to expose his penis and anus.
29. A mentally ill JTE accused me of plotting against her and assaulted me at school. She was let go, and I was given paid leave until she had finished working.

Q14 If you witnessed something other than what you selected above, please specify it.

1. Children often laugh at foreign children in educational materials.
2. Student being shouted at and pushed and grabbed by a Japanese teacher. Eventually another teacher intervened, before the teacher actually punched the student
3. Some students' racial discrimination against the international student at school.
4. Physical assault - a man slapping his girlfriend in public.
5. My former supervisor used to yell at me really loudly openly in the office. She would talk down to me in such a demeaning way that made it painful to go to work. I would turn to alcohol during these times to cope with the power harassment. I don't know if you would consider this sexual harassment, but an older teacher would constantly talk about how obsessed he was with me, how he would make me his wife if he could, make a lot of uncomfortable jokes at my expense, sometime stare at me for awhile, stare at my boobs, etc.
6. Sexual and emotional abuse from fellow ALTS towards friends also ALTS

7. Emotional control
8. Someone confided in me that they were possibly roofied at a school party
9. I witnessed a friend become more and more uncomfortable with general harassment, where she was being followed or stared at for long periods of time.
10. I witnessed a more complex situation where a fellow ALT experienced sexual harassment from male students, and then she experienced a complete lack of support from her school and colleagues. Finally, the BoE intervened and admonished her school, but by that time she was so traumatised that she had decided to leave.
11. Many of the students laugh at black people in their learning materials/videos.
12. discrimination based on physical appearance
13. I witnessed another ALT experience power harassment as well as gender and racial discrimination. Some ALTs in my prefecture were required to report travel plans (where, when, who with and where those people lived) for Covid-19 related reasons, but these requirements did not apply to Japanese coworkers who were also traveling.
14. Some of my friends who are ALTs in other towns were explicitly told they could not attend their schools graduation because of CoVID, even though every other teacher and the parents could go.
15. A PA made another ALT cry, due to discrimination and hatred
16. Pedophilia between an ALT and his JHS students
17. ALTs are treated as the cause of spread of COVID-19 and face deportation
18. stalking, apartments being watched, clothes being regularly stolen, being shouted at or commented on while outside
19. My friend had her apartment entered via key without her permission when she slept

Q15 When did this harassment/assault/discrimination occur?

1. I took out car insurance with AXA direct online last August. In April I needed to change the car that was on the policy and did so online. After I updated the details online using the online form they requested further information via mail (which i returned in due course) and contacted me via telephone. I arranged to call them alongside my JTE as my Japanese is not advanced enough to negotiate and discuss insurance contracts for my car insurance. Following several calls back and forth discussing the changes and issues with the contract they are now refusing to renew my contract in August and have requested that I change car insurer as soon as possible. Their reason for this is that their car insurance is only for those that can speak fluent Japanese (i.e. not foreigners) as they need to be able to communicate effectively (despite that i made my own personal arrangements to have translation via my JTE and could easily communicate via written formats). They even stated that I should have not been able to take out the policy in the first place because I don't understand Japanese. Again implying "no foreigners". But, the application is online and can be done easily with a bit of studying and translation. I further requested that they contact me via e-mail moving forward so that I can communicate with them on my own (without the help of my JTE) as I can use translation apps to look up words etc.. and can take my time to write responses in Japanese. Also, I wanted their reasoning for requesting me to change insurers in writing (but I doubt they'll

provide written evidence of their discriminatory practices). However, they refused this request and stated that because I am a "special case" they cannot contact me via e-mail and it must be done via their call center. Anyway, I'm going to be changing insurers regardless no because of how appallingly they have treated me.

2. One of the former JET ALTs in my city was not recontracted by the city due to reasons that were superfluous and random, and I believe he was a victim of racial discrimination due to him being an African American.
3. Visit to another prefecture
4. In the evening at a bar.
5. During travel and with my housing
6. At a restaurant on the weekend.
7. Hospital
8. Power harassment? I was told by my VP very loudly and publicly that I smell like I am on a date or looking for a boyfriend?? She repeated this same statement three times before adding I should wear less perfume to school...despite the students all remarking how good I smell on a literal daily basis. Not sure where this falls in harassment, it was entirely inappropriate to make it about "dating" as I feel this would not have been said to a man.
9. In the morning just before work
10. At the weekends and during holidays.
11. Groped on commuter trains several times during my placement on my way to work.
12. On some weekends outside of work, I've had men come up and try to touch me or follow me and also to some friends too.
13. I have had harassment by a coworker during and after work afters and a sexual assault by another ALT on a weekend.
14. My friend who was an ALT was missing.
15. This occurred once the ALT was admitted into hospital and the local municipal government released details of that ALT on television and media outlets.
16. Comments that my coworkers told me about before my arrival and when I wasn't present.
17. During bonenkai
18. At a local AJET event.
19. Unwanted grabbing and groping from coworkers during work hours, and the same from
20. strangers outside of work. (Butt, genitals, thighs.) Only a few times over the course of 5 years, but it happened. Once when I was bar hopping with a group of friends in X City, X Prefecture, we were denied entry to a bar on the basis that there was a foreigner in our group (me). The staff member at the door told us this directly, in plain language. He offered to let everyone else in without me, but my friends started to pick an argument with him. My friends told him that I could speak and read Japanese just fine, but he reiterated that the management asked them to not allow "people without Japanese citizenship" (he specifically said 日本国籍を持っていない人) into the establishment. My friends shouted and insulted him, saying their bar could be sued just for saying that, and we went somewhere else instead. We never filed any complaint anywhere.
21. at a bar + karaoke with other JETs

Q16 Did you report what you experienced/witnessed to your CO?. If Yes, was their response satisfactory?

1. The contracting organization was the source of the discrimination.
2. Neither victim wished me to.
3. No point. They couldn't have done anything.
4. I was being sexually harassed by students at a visiting school (Outside of school, in class, and even in front of my co-workers who did nothing). I expressed my experiences to my base school supervisor, but they did not take any action until it started affecting my health and my work performance.
5. I told my base school about my issue with a coworker sexually harassing me. They confronted this person, who has not since bothered me. But I am disturbed that this person has not been punished or forced to transfer to another school. As a result, I have to continue working at the same school as this person, which makes me feel very uncomfortable.
6. No hard feelings against them and their response was fine. But, I mean what can they really do against a giant national corporation?!?
7. I only learned of the city not recontracting this ALT from him himself, and the reasons given were very underwhelming and suspiciously incorrect. I did not personally speak up on his behalf, as I didn't know the full story of what was happening with him and the city Board of Education, but we spoke about it together and with the help from our CIR in the city, we tried to get some more answers, but did not succeed in clarifying the reasons he wasn't recontracted.
8. For racial discrimination, the JTE and Supervisor dealt with the matter directly. For sexual harassment, the person was removed. However, continues to work in the same position in other areas.
9. I never got an explanation or clarification from the JTE and I wasn't told whether she was called out or not.
10. poor language ability to explain something so sensitive.
11. I didn't contact them, but if I had I don't think it would have helped. Maybe that's unfair to say because I didn't give them a chance.
12. The person being harassed didn't want to report it.
13. Wasn't worth the trouble of officially reporting.
14. Generally, I am content with the way my Principal handled the situation. Although despite reporting and being able to have a meeting with my Principal concerning the problematic teacher that had sexually harassed me outside of work hours, I felt that it was not enough awareness training for said co-worker. I had asked for boundaries such as not to be in the same office as the teacher and did not call for his suspension. I asked that he undergo some kind of sexual harassment prevention training but such a thing might not exist with the BOE. I also asked for the BOE to provide ALTs sufficient information for how to deal with reporting sexual harassment. In every workplace I have worked at, there has always been some kind of policy, protocol, or a guide to help the company deal with sensitive issues such as these. The BOE has been silent since then. It fell on me to

figure out how to deal with approaching this issue in a professional manner. I'm leaving records for my successor, notes and personal tips for how to deal with sexual harassment incidences from a co-worker.

15. It was a fellow ALT who experienced power harassment. She broke contract due to it. We told our BOE but they just apologized and shrugged their shoulders.
16. They're the cause / allowing it to happen.
17. In regards to what I have witnessed involving another person, it was not solved and still persists.
18. I don't know the laws about this in Japan and I did not know the reason behind it. Since it happened in the staffroom and most of the teachers just sat and watched, I guessed there must have been a good reason for it.
19. I don't feel supported at that school and chose a "slow down" form a protest instead.
20. I did not feel comfortable reporting it
21. Eventually I seemed to become an annoyance for having problems at work, and now I only bring things up so someone may at least be aware of it (in case it helps support any other ALT who may complain in the future)
22. The racial discrimination was a passing comment where the speaker wasn't aware their motivation was racial. The sexual harassment I experienced was at a *nomikai* so I didn't think it would be taken seriously.
23. When I mentioned my experiences to JTEs they shrugged it off or attributed it to cultural differences. Even when they agreed with me that my experiences constituted discrimination they refused to take any responsible action against the guilty party.
24. Pretty much reacted with "Well, there's nothing we can do about it." (It wasn't related to a school.)
25. My CO is an hour away and doesn't know me. My High School has helped where they can but also just says it was a misunderstanding or Japanese culture.
26. It was from students and everyone just laughs when the students do that.
27. It took about a year and 2 months for the sexual harassment to be dealt with despite repeated complaints to my school about it. It wasn't until I made a major complaint to my prefectural BOE that action was taken. During this entire time, I received much harassment and suffer great mental distress that eventually led me to end up in the E.R. with stress-related kidney issues.
28. My supervisor openly spoke about my stalker in the office with other people present. My privacy was violated and I was embarrassed for being a victim of stalking.
29. The discrimination against my tattoos is done by businesses and there is nothing my CO can do.
30. When I was sexually harassed I did report it but when I received xenophobic abuse I didn't report it. In addition the only reason I was able to go to the police is because a Japanese friend arranged the police interview, I asked my CO to accompany me but they did not arrange the meetup and I do not believe they would have done so if I had asked them to.
31. Because the power harassment was occurring at my CO by the head of department. I feared that reporting him would make him behave worse.

32. As The X Prefecture BOE no longer has a PA for going on 2 years now (the PA who was also the only CIR resigned), I tried my best to bring up the bullying issues to various teachers. They basically were of no help. When I finally decided to ask for a transfer (knowing that there were many vacant spots in X Prefecture because many JETs has left during corona), my VP basically made no effort to contact the BOE. He just stated according to my contract, it seems impossible. The sad part is he was aware how awful my situation is at this school, and if he has any common sense he would recognize that for the sake of my mental health I would be better off at another school. If our mental health is severely affected to the point that working at said school is difficult, we should be allowed transfers just as other regular Japanese employees are allowed to transfer.
33. I didn't think anything would happen if I reported it. I know of other ALTs who reported being sexually assaulted and nothing every happened and they still have to work with those CIR/ALTs that did it or they were forced to move. It's just disheartening to know nothing will be done even if you come forward.
34. I am a female JET and another female student grabbed my boob during class, it happened while my partner teacher was there, and he saw it. So after telling the student that was not OK, I figured there was no point in mentioning it again, and no one ever approached me about it, so I moved on.
35. The situations were acknowledged by the BOE, but there were no changes with the Japanese teachers, and they were not required to personally address the situations.
36. I told them, so they are aware, one of the staff member really tried to help, but all the others and the boss didn't say anything about it and I didn't get informed from any measure to keep the ALT away from me.
37. I reported one instance of racial discrimination to my supervisor. He was shocked and apologized but I don't think he confronted the perpetrator who was another teacher. I reported the sexual harassment from male students to the class teachers (males) but they always laughed it off and did not discipline the students.
38. I felt ridiculed and embarrassed when I reported the sexual harassment . As a result, I don't feel comfortable reporting again.
39. The harassment claim was dealt with internally and was satisfactory. The sexual assault ended with the culprit being fired only after a witness was revealed. I wrote reports and had a back and forth for months and he was fired only a few days after I begrudgingly named a witness. I was encouraged not to go to the police or talk to the press. The ALT "quit voluntarily" according to the local news and the CO.
40. The assailant was a fellow ALT in my city. They offered to conduct an "investigation" but told me since I had no evidence it wouldn't change anything. They then proceeded to offer him the chance to renew his contract, which is totally unacceptable and shows a blatant disregard for the safety of the students he teaches and his fellow teachers/ALTs.
41. I've talked with my supervisor. Not my principal or vice but my supervisor might have. It was handle quite quickly. Even though she addressed the situation to the person or persons who caused it, they didn't really learn from their actions. Disappointing but I don't have to associate with them that much anymore. They are the ones discriminating. I want to be open while I transition, but I have been told I am not allowed to mention it at work by my superiors. When I told some teachers I trusted regardless, I was

reprimanded. This is discrimination and harassment because I am unable to go by my preferred pronouns, which is triggering and depressing. My BOE originally told me I could come out to teachers once the HRT started having obvious effects, but then retracted that (apparently the Mayor has decided I will not be allowed to come out the entirety of my stay). Due to this, I will not stay on the JET program for as long as I had previously planned. I've also experienced other minor racial/sexual discrimination outside of the workplace, but it wasn't what I would consider something big enough to bring to the attention of my CO.

42. The first time the other ALT of the witnessed power harassment reported to our CO, they promoted the harasser instead of addressing the problems. Once all the ALTs came together and complained, they finally said something to the harasser. But even then, there was no punishment.
43. The harassment was photography of me without my consent in the village. The person who took my photo was intoxicated, and his colleague understood I didn't want the photos kept and deleted them from the device they were taken on. Not sure if related by the person held a position within the town hall was transferred out later on.
44. There are three specific instances of racial discrimination, sexual harassment, an sexual assault that I have experienced, but I was only able to report the racial discrimination. 1.) When I reported the racial discrimination, my supervisor did not seem to take it seriously. He also didn't seem to think he could do anything about it because it involved a teacher at a visit school. 2.) I could not report the sexual harassment because it involved my supervisor and another person in the English department, and the victim of harassment did not want me to report it, so I respected her wishes. 3.) I did not report the sexual assault for many reasons. I know my supervisor would either not believe me or not do anything about it. I wasn't sure if my experience counted as sexual assault, but upon reflection realized that it was unwanted physical touching in a sensitive area that hadn't consented to, and that would qualify as sexual assault. I also didn't believe that my experience would be taken seriously because I am a man.
45. they ignored my complaints. So the sexual harassment I experienced at work continued.
46. It was another ALT under another CO. Locally, we stood by them as much as we could, but felt there wasn't much we could do, as their CO wasn't being receptive. Discrimination in that a) my landlord was being discriminatory towards myself and my wife and our guests with prohibiting guests; went to my CO and BOE and did nothing and ultimately had to get a lawyer to make all parties realize they were all in the wrong contractually. Additionally, I have a white co-ALT and has been treated with much more respect as opposed to me the POC. Again, brought it up to the CO & BOE and again, each tried to deflect responsibility unto each other, claiming it wasn't their problem.
47. I requested a meeting about the incident that occurred. It was stated that a meeting was to be held on a particular day. However, the Japanese teacher in question did not attend school on that particular day. And nothing was said or done about the meeting nor the incident since then.
48. We went through the board of education with everything that we found and were told that they would deal with it. Even though we had given evidence towards the board of education that he was working at, they still refused to acknowledge the fact that he was

a danger to all male JHS students, waited until April and stopped his contract instead of firing/reporting him to the police. Because of this, he was able to relocate to X Prefecture where he is AGAIN working as a JHS teacher. The man is a danger and should have been reported and fired but the board of education wanted to save face instead.

49. I was aggressively sexually harassed by the husband of an ALT and then mocked when I told the ALT about what her husband did. I reported it to both of my CIRs and there was no response. That ALT went on to become ALT Representative in X City. My CIRs requested to meet with me in person to explain that they were choosing her despite what I had told them.
50. Yes but also no? I never reported it. My CO was involved from the beginning because of the nature of it involving a parent complaint. I think my CO did the best they could within the bureaucratic limits at the time. The school admin was incredibly supportive and understanding during this time. They encouraged me to take mental health leave and sometimes even let me leave work early after a bad update. They repeatedly told me they weren't going to fire me or let me get deported. I really felt supported. I felt most supported when they asked me what I wanted from this situation and I told them in the US, I would sue the parent for harassment. They asked me if I wanted to do that in Japan and I said I didn't know. I couldn't eat, I couldn't sleep, and I was crying at work all the time. The JTE who was involved with me was also suffering and thinking about legal action. When she revealed that, my CO began to look into it as well. They mentioned this to the parent in winter (after this had been going on for almost 6 months) and the parent finally began to back off.
51. I could not report the sexual harassment to my CO via my supervisor because it was my supervisor and his coworker who were sexually harassing me. However, I told my schools, and they tried as much as possible to request for me to go to school instead of the BOE during school vacations. I also told a female coworker of mine at the BOE. She was also getting harassed by the same people as I was, and she said all we can do is wait for the new fiscal year when the section leader changes to a more open-minded person. She said that the head of the BOE is very old fashioned, so he won't believe what we say. Luckily, in April 2020, my supervisor changed to a female. I'm not sure if someone said something on my behalf. I told my CO directly about the discrimination at one of my schools. The first time I told them, they sent out a statement to all schools to not do anything discriminatory towards the ALTs. However, when the discrimination continued and I told the section leader about it, he said that it's best to endure it in order to keep the peace and that to the school, they might not see it as discrimination.
52. I didn't report because I didn't think they would care. In the U.S. people don't usually care about this type of microaggressions faced by PoC. I work at a private school. I called the day off after. Weeks later after I felt a bit better I asked if I could file that day as sick leave, since it was included in my contract. I showed proof that I went to the doctor. However, they denied me and fought with me about it for months. I cried many times in front of them and felt so much mental stress I felt physically ill every time I went to work. They asked me rude questions about if the guy was Japanese and how much alcohol I drank. I wanted to leave Japan and quit but then Covid happened. I am finally leaving this year, but I still suffer work stress because of this situation.

53. I wrote a long report about my experiences, and submitted it. I never heard anything more about the report or the outcome on if the teacher received a reprimand or training, etc. I continued to teach with the same teacher and while it was better/easier for quite awhile, he has reverted back into some of his old power harassment/condescending habits in the new school year.
54. We have ALT coordinators in our municipal BoE who take care of our schedule and day to day matters. They do a really good job but are limited. If there are any problems, they have to ask the BoE managers and superintendent for help. The problem is the managers and superintendent don't listen or take no further action. So nothing gets resolved.
55. None of the witnessed or experienced events occurred in work related settings so it felt irrelevant to report to the CO. It doesn't seem like there is anything that they could have done. The witnessed sexual harassment was reported to their school by another JET.
56. There were so many instances; most of them came directly from my supervisor at the Board of Education, so I don't know who I could have reported it to. I feel I was power harassed by another member of the Board of Education which I did report to someone else at the BOE, but all the second person did was apologize on behalf of the perpetrator and thank me for my hard work as an ALT. It was dropped then, and to my knowledge nothing was said to the person who harassed me. I suspect they were in a higher position to the person I talked to, thus that person felt their hands were tied.
57. My assailant's reputation was more important to the school than my mental health. I couldn't even get accommodations such as requesting that I or him move desks so that he was not sitting directly behind me at work. It was very clear to me that while they felt sorry for me, I was disposable and he was not. I did alright for a while because the vice principal was a strong supporter who had argued for my assailant to be punished, but then the vice principal got transferred a month later and I had a mental health crisis.

Q18 Did you report what you experienced/witnessed to the police? If Yes, was their response satisfactory?

1. The police would not do anything. The Japanese protect their own.
2. Not that serious.
3. No point. They couldn't have done anything.
4. I didn't contact the police because as a foreigner in Japan, I was afraid of what kind of response they would have and what would happen to me if this became a big story in my hometown. Also I work at a high level school and I was afraid that if this story became public, it might hurt my base school's reputation.
5. Language barrier also unsure if the police would be helpful.
6. I didn't report it because one of my friends told her school about it, and they immediately took action. They called the owner of the building where the restaurant was located and reported the entire incident to them.
7. I appreciated that they took it seriously. They put a security camera on my door and monitored it for several months. But even though I was fairly certain of who it had been, it was never confirmed and the case never went anywhere to my knowledge

8. I only reported the stalking incidents because I didn't feel safe enough to admit I had also been raped. They took my stalking incidents seriously, but I know the stereotypes of foreign women being "easy" and was afraid I would be blamed for being raped. I'm sad that stalking is believed but not rape.
9. I've heard that police in Japan aren't very helpful with sexual assault (and the rest of my harassment/discrimination experiences feel too small to involve the police). And one of my incidents happened very quickly where the person was gone before I'd fully registered what happened, so I didn't have much to go on in the way of descriptions or what happened. The other incident involved a visiting foreigner and I didn't fancy figuring out international crime responses in the wake of it, I just wanted to rest and heal with the support of my friends.
10. They asked me what I was wearing at the incident.
11. I had identifying information of the person who sexually harassed me in public, as well as a friend to help translate, and the police didn't do anything.
12. I once returned a credit card I found on a hiking trail to the police and had to spend an hour plus defending myself from aggressive questioning that I felt was designed to get me to admit that I somehow stole the card.
13. Our CO called the police to share a discussion about unfair targeting of ALTs in the area. The police acted oblivious of the situation. Our CO has made it a point of giving them all ALT photos and info so they know we live in the area but they continue to harass ALTs of colour on particular by stopping them in the middle of the streets to "check papers".
14. My wife was attacked by the landlady and I told my lawyer and he told me that I should've called the police; of course my CO and my BOE did nothing (as always).
15. My husband and co-worker were sexually harassed by a stranger numerous times around the city. When reported to the police, they said nothing could be done about it. This doesn't seem like a safe way to resolve these issues.
16. I've had bad interactions with the Japanese police in the past and want to interact with them as little as possible. (If it's at all relevant to this survey, one night in 2018 I found a wallet dropped on the sidewalk and returned it to the nearest koban, as they always tell you to do. Upon returning the wallet, instead of taking it and letting me be on my way, the police officers told me to sit down and started to question me whether or not I had taken money from it, asking me double and triple negative questions to try to get me to accidentally confess to a crime that didn't occur. Ever since I've stopped turning in lost items I come across.)
17. I didn't report it (my friend did) and the English speaking officer was good and understanding, but the ones that only spoke Japanese thought she was making it up, and told our boss so as well, causing more problems with her. I found a solution to the problem.
18. I said that I would not report it if he publicly admitted it. I was misled into believing that he had done so, by a PA acting as my translator who apparently wished to smooth things over. He only told me afterward that the man never truly admitted it, and I felt powerless at that time.

Q20 Did you report what you experienced/witnessed to your PA? If yes, was their response satisfactory?

1. No action taken
2. No point. They couldn't have done anything.
3. By the time things were finished and this ALT had accepted the option of not being
4. recontracted, it kind of seemed like it was fighting a losing battle, so it didn't occur to me to contact the PA for help.
5. I don't trust my PA, they seem to not have ALTs best interests at heart.
6. Nothing changed with the ALTs work situation.
7. I did not feel comfortable
8. It did not involve anyone outside of my school district. My image is that PAs handle inter-ALT business or issues between ALTs and their COs and not much else.
9. I don't have a PA.
10. When I reported my harassment to my PA, it was very quickly and efficiently taken care of with a lot of sensitivity and comforting actions.
11. They treated it as a personal matter, even when the alleged victim asked for help. Even though the PA allegedly offered to go to the police to report it, it was offered in a tone that suggested nothing would be done. As for what I experienced in the meeting with my CO and other kencho staff, we were mainly greeted with hostility and unprofessionalism from the PA. I realized then that the BOE only cares about its image.
12. Previous experience of PA/s lacking relevant influence or not being helpful, empathetic, approachable, or 'visible'.
13. I am the PA.
14. The translation was inadequate despite the PA understanding nuance, and lead me to agreeing to close the issue without my assailant meeting my condition. I can only assume the PA didn't want to push and experience awkwardness, but I felt betrayed to be told only afterward that I'd ended the issue under false pretenses.
15. Decisions were made above them.
16. About my missing friend. The pa knew about it but didn't tell me anything. They told me because I wasn't family they couldn't tell me anything. Understandable. But her mother didn't know anything. And that wasn't right. Took almost three weeks to finally hear what happened to her. Thankfully she was alive. But she was stuck at the hospital for two months until her mother had to come to Japan, no support from the school BOE, to get her out. It was utterly an unbelievably horrible experience.
17. Taken care of by the CO, so PA did not need to be involved. It would have been the next step though.
18. The PA was the harasser
19. The PA empathized and was the first to take my situation seriously, having her supervisor call my school to report. Upon my request, I wanted the person harrassing me as well as my report to remain secret, as I didn't want the situation to get worse. Instead, many of the teachers were told, I looked weak and problematic to the staff, and even knowing my situation... the school attempted to change my schedule where I only worked with the one harrassing me.
20. I completely forgot I could mention it to the PAs.

21. I prefer not to discuss private matters with the local PAs, as there is a culture of gossip in my area and it felt like it would become public.
22. The PA responded and acted as much as they could, but it became very obvious through the course of this pandemic that the ability of the PA to enact change is incredibly hindered by the BOE and the bureaucracy of a government organization. I don't know that the PA does much more than take in ALT complaints with no ability to pass them on in any meaningful way.
23. The CO carried the matter. The PA referred the matter to them. It feels like the PA has no powers
24. Again, PA has no power and did nothing to advocate on our behalf. What a useless position.
25. The issue was reported to the PA but they were unfortunately unable to do much. The issue was also reported to AJET who also tried to resolve the issue, but it was unfortunately handled quite poorly and unprofessionally (lack of anonymity and privacy, personal information was shared with multiple people uninvolved with the incident etc)
26. As soon as legal action was threatened, I reported it to my PA who offered to help translate for me while helping me look for a professional translator. She also helped me find legal services for foreign residents in my city. I gave her permission to anonymously ask others for advice (the Japanese PA, CIRs who worked with the center that provided the legal services, etc) and she relayed it to me.
27. Was satisfied with local response
28. I don't talk to the PAs very much.
29. No idea who they are
30. We don't have a PA, I have no one to report to.
31. The prefectural advisor position doesn't hold any power or decision making abilities in our prefecture. Especially over municipal boards of education. The prefectural board of education stays out of ALT matters.
32. My PA seemed to turn the blame on me, and implied that my bullying and harassment had been fabricated.
33. パワハラされた方は何も言わないで欲しいと言っていました。
34. They only offered to change keys (the perp had a key, so they already knew how to get one, and would probably get another one) and continuously block her on other ways. She wanted to move apartments and they rushed her when it was inconveniencing her landlords but didn't offer her any sort of emotional support.
35. Mentioned above, the PA failed to ensure my condition for acceptance of my coworker's apology was met or inform me that it wasn't, so I agreed to a resolution under false pretenses.

Q22 Did COVID-19 have any impact on the harassment or discrimination that you experienced/witnessed? - If yes , how?- If not, skip.

1. Because of distance learning COVID imposed, it was a contributor to the discrimination.

2. I witnessed a few of my coworkers talk badly about foreigners after there was a cluster among a foreign group of people. I've also heard students AND teachers blaming the coronavirus on Chinese people.
3. Due to the fact that we were not going to receive new ALTs because of COVID-19, our city had no reason to not recontract someone unless there was a big problem, which there wasn't. By putting all the schools, ALTs, JETs, and English teachers at a disadvantage during the COVID- 19 crisis by not trying to troubleshoot with the ALT conflict, the city Board of Education decided it was better to have a lack of available ALTs than keep this particular one employed with JET.
4. Yes, My friend was refused service at many shops and restaurants because they were foreign and were told they might have Corona.
5. No, but I have to say the comments from Ibaraki Prefecture about eating with foreign residents is unacceptable. That is not something that should ever have been issued by a government agency.
6. Stories in the Japanese media regarding foreigners being superspreaders of the virus have led to some unfortunate actions towards me at my workplace and in my town.
7. One JTE refused to touch the lesson plan I handed to her. She made me put it on her desk without touching it.
8. I felt like I was under pressure, as many believed I would get the virus and spread it.
9. Yes. People in my town were even more wary of me.
10. アジア系(日本人以外)の人、特に中国人、に対する差別的発言をよく耳にしています。
11. Yes, I was constantly sent home for having a “fever” despite me (on multiple occasions including pre-covid) informing the person who sent me home that my temperature is naturally higher It had been suggested to me that I must not be eating or sleeping well which was why I kept getting “sick”, and that I must learn to be a responsible adult and take care of my health properly The person who was sending me home and who was ignoring that my normal temperature was generally higher (I had started recording my temperature and my pulse everyday as suggested by the school nurse who was concerned that I was being unfairly treated) told me that I was taking too much time off and causing problems. I was sent to three hospitals to get checked which scared me at the time because I wanted to keep myself out of new groups of people. I was also being told at the time that if I got Covid, the school would be shut down and my name and the school’s name would be on the news. To my knowledge, no one else was being asked to get tested. I was told to read 16 pages of the Japanese corona manual because everyone else “(Japanese and long term non-Japanese staff) had read it. I warned that it would take me a very long time since it usually takes me a while to read Japanese but I was told to read it anyway. A couple of concerned teachers expressed shock that I was told to read it, stating that it was hard even for them as native speakers to follow. I asked if there was or if there would be an English corona manual available and was told no because “it would be probably too much work to make one on such short notice “ I asked if I could receive a summary in simple Japanese instead of 16 pages if English wasn’t available, I was told no. I asked if I could have relevant points from the sixteen pages highlighted at least to ease my reading load and I was told no, and to never mind reading the manual after all. This was after I had already dedicated a few hours of

reading, only being told once to stop by the person who requested it to go help some teachers. ALTs in my area received an email that infection was widespread in our city, and that we must be worried due to lack of information, however we were not getting information because it was irrelevant to us and we were not in danger.

12. Yes. I was literally followed to my car and accused of having COVID.
13. Yes, coworkers and other people kept insinuating that I was more prone to having COVID-19 simply because I was a foreigner even though I have been here for over two years. With this, some implied that it was ok for them to socialize and that I shouldn't. Getting the train was also uncomfortable since I noticed people avoiding me more than usual and hearing comments such as "we should stay away from him" (in Japanese, thinking that I could not understand). I also heard from many coworkers and others that the decision to allow Japanese citizens come back from foreign countries without quarantining and foreign residents not being allowed to do the same was fair because of their "superior" immunity.
14. ALTs were specifically singled out with warnings not to leave the prefecture on a vacation while other teachers were not told the same.
15. Yes, I had visit schools tell me not to sit near people (the man had cancer) bc I travelled. But when I asked if he sat by other teachers that travelled and was told yes I realized it was snore because I was a foreigner.
16. COVID-19 made it feel like I could not escape the harassment. I live on school grounds, so because I remained in my town for the vast majority of 2020, it felt like I was always in the presence of my harassers. I saw them nearly every day. I stopped going on walks or jogs or essential errand trips in fear of running into the harassers. I essentially became a mentally unwell shut-in.
17. Harassed for being of Chinese heritage
18. People would ask very obviously leading questions where it felt like they wanted to hear me say out loud that America was handling COVID19 poorly or that a lot of people were sick/dying specifically when compared to Japan's rate of cases and deaths. This felt very uncomfortable and put me on the spot to defend my country to people whose perception of their own "safety" were entirely false because of their government's failures.
19. I feel like I don't get told any important issues like if a kid or kid's family is sick and could have covid. I know one reason is just because I have so many different schools that I go to each one only once a week, so I'm not physically there for the teacher meetings. I just worry that I have a higher chance of getting covid from going to so many schools and I don't want to end up being the foreigner who made schools close for 2 weeks.
20. Yes, I received xenophobic abuse by a man in the park yelling at me to "go home". This was my first time experiencing xenophobia in my prefecture and I do not believe it would have happened if we were not in a pandemic.
21. During my time as RA, I tried very hard to get work-from-home for the ALTs in my contracting organizations. I was eventually successful for a time, but this was cited as one of the reasons why I was nearly fired, and eventually lost my RA position.
22. Yes, I witnessed people treating me differently, giving me a wider berth or staring at me like I was a threat. I also witnessed people on TV talking about how English supposedly spread Covid because of spit and air and how Japanese didn't and that's why Japan had

so few cases. I also generally felt like foreigners were judged more harshly for going out and travelling when Japanese people were doing the same thing. There was one incident where some ALTs in the area actually got Corona and they and the ALTs in my surrounding area including myself got flack for it, being called "reckless".

23. Yes, I have heard abusive comments about Covid 19. My coworkers have acted dramatic and asked me if I have it. I haven't even been back to the USA in years. They also constantly badger me about how Japan is doing much better than the USA in number of deaths. It's super uncomfortable. I have also witnessed greater discrimination against Chinese and Korean people specifically. I have had coworkers claim that everything is the fault of "the Chinese"
24. I have seen more open discrimination against Chinese people and sometimes Koreans that has been upsetting. My Chinese and Korean coworkers seem to be treated well enough in the office. These comments are only made when they are not at work that day, conveniently.
25. Yes! So many people commented about how speaking English caused the spread of Coronavirus in Japan.
26. Yes, more ALTs were treated more as of a problem rather than people. One ALT was yelled at by an old lady at the super market which made them decide to break contract and return home.
27. Yes. Work was allocated away from me even though the work needed to be done. They waited for my "White" co-worker to come back.
28. Complete lack of communication regarding COVID-19 cases to foreign employees by both the school and municipal Board of Education
29. Yes. Our PA continuously calls the ALT community here superspreaders as foreigners and ALTs specifically. Even though only one ALT has gotten the virus.
30. Only on a few occasions. For example, one student felt ill at school and claimed she must have COVID because she'd interacted with foreigners, my coALT and I. The student was experiencing an anxiety stomach ache, but my coALT was forced to quarantine at home for a week because of the claim that was made simply due to us being foreigners. Other times the teachers panic that my coALT and I will use SNS and Facebook to talk about COVID situations at our school and the names of the students that have had it. I was told once six times not to post online the names of students, and then they had a meeting where they told me again. I was extremely offended. I would never do something like this, and Japanese teachers were not treated the same way.
31. In the community some restaurants turn away foreigners they don't recognise. In class, extra strict measures enforced in English class due to it being a communication class. Good in principle but it just sent the message that English is the spread of corona as activities of touching and playing roughly were not discouraged outside of English
32. Yes, they allowed my co-ALT to stay home during work-from-home and not me
33. I became the only ALT for the entire municipality. I started going to every single school. Teachers appreciated I was busy, so therefore gave me no work to do rather than less, which had been detrimental to my working relationships.
34. Yes. A lot of people still avoid me when I go grocery shopping and sometimes older grandpas yell at me about being a foreigner. At work it's mainly the teachers making me

sit at my desk while they sit at the lunch table, keeping me from joining any activities, etc.

35. The USA's horribly irresponsible handling of the pandemic (and reports thereof) caused my Japanese former partner to shout at me and demand I revoke my US citizenship (I did not).
36. Being blocked from care at a clinic because they were afraid I would have covid
37. Yes. I stated this earlier in the discrimination section. In addition, while all of Japan was encouraged to have all ALTs stay home and do telework from home during the countrywide lockdown in 2020, the BOE explicitly declined our request to stay home or at least refrain from taking taxis to work (they wouldn't let us use our own cars; our fear was that if we continue to use the taxis (which often go to the ports and airport), we could possibly contract the virus and spread it at our schools and in our communities).
38. ALTs in my town were the only teachers who were not able to work from home during covid 19.
39. Yes, I was able to telework for most of April 2020. However, there was a lot of paperwork involved with working from home that made it impossible to do 100% remote.

Q26 (optional) Please write a brief description of what you experienced/witnessed (please omit any identifying information).

1. Students fondled ALT's genitals ALT was marginalized due to racial bias
2. At one school I was often given tasks that were unreasonable or impossible. It was only later that I realized this was a form of power harassment, as it came almost entirely from one person. An example task would be to sit at a table and trim about 100 freshly laminated pages for that teacher with a small pair of scissors. When I asked about the whereabouts of a paper cutter, both in English and in Japanese, I was told by the teacher that the school did not have a paper cutter, so I must do it all by hand. The teacher was nearly fluent in English and my Japanese was sufficient so there could not have been a miscommunication in this case. I was able to get around some of the issues by talking to other teachers at the school. Outside of work when looking for an apartment to move to I was told by a real estate agent that it's difficult to rent to foreigners. Later, I was told I must use a Japanese person as an emergency contact, and a foreigner would not work even if they had JLPT N1 certification. Later, I was quoted several unreasonable monthly fees such as a monthly payment for a consumer-grade water filter on the kitchen faucet, and told such fees were required and could not be removed even if I did not want or use the water filter. I was also told I must sign the paperwork and pay the day I was shown it. Of course, I did not sign it.
3. My contracting organization discriminated against me in terms of re-contracting an additional year because I tried to help a student through distance learning. I was guilty until proven innocent (which I was 100% innocent), but their opinion remained biased regardless.
4. I experienced power harassment from another teacher. I experienced a few minor instances of discrimination from locals. I witnessed another ALT get grabbed in the breasts by a student after work hours.

5. Case A: A school leader came to the apartment of the JTE I was working with to give them extra work, that was completely personal work for the leader, unrelated to school. Case B: I witnessed another ALT verbally harassed by an older local man in his 70's until she left her desk. Many other coworkers laughed it off but couldn't see how serious it was, so they did nothing. I didn't have the language skills to speak up.
6. I've experienced many levels of sexual harassment at my visiting school. On my way to and from school students have stalked me and have taken photos of me with their smartphones. In and out of class students had made sexual comments about my body. During class activities the students would draw specific body parts on their whiteboards and show it off to everyone -- including me and my JTEs. My coworkers would not discipline the students rather they ignored it.
7. One male JET member touched another female JET member in a sexually suggestive manner. Despite her request that he stop, he repeated the behavior.
8. I experienced a coworker who wanted to always talk about sexual subjects. This person unexpectedly showed me pornography in their car when I agreed to go to dinner with them. This person also tried to give me pornography to borrow though I didn't want it. This person also visited my house unexpectedly on the weekend and after work several times. This person asked me to bring them pornography from my home country when I returned there. Also this person forced me to give them my music teacher's phone number so this person could ask her to introduce this person to someone to date.
9. I can't effectively argue my point and complaint when it's through a translator...
10. One of the reasons given by the city for not recontracting this ALT was the excuse that he was teaching the word "dope" as a slang for drugs, when he was using the word to mean "cool" or "awesome". This was an isolated incident and isn't a sufficient excuse to not recontract him.
11. If I report any type of racial discrimination, I am told it's not possible because there is "no racism" in Japan. For sexual harassment, they are more understanding, however the individual in question still remains active in their profession and is allowed to work elsewhere.
12. I was at a bar, and my friend was forced to touch someone else's breast area by her. I was also kissed by someone I didn't know. We didn't do anything about it because it is a pretty wild bar known for that sort of thing.
13. It is about time that JTEs in particular are re-oriented on the acceptable international standards of Professionalism in the Workplace because how they communicate and interact with ALTs in the workplace matter a lot. In the end, the success of an exchange program lies on effective communication, trust, transparency, and authenticity in the workplace that also determines the success of team teaching experiences.
14. I personally believe that the authorities (both CO and the police) would not take these issues seriously if reported by a foreigner. The attitude my coworkers and people in my region generally have toward foreigners shows me that issues of racial/sexual discrimination and assault are not at all important to them. Several ALTs I have known have decided to leave Japan knowing that experiences they have had in Japan will not change for the better (including rude treatment of ALTs based on race/nationality,

discomfort receiving medical treatment in rural Japan, and sexual assault/harassment incidents that multiple female ALTs have experienced).

15. I experienced People belittling my country and culture. persons that clean their hand after a hand shake with me. some people avoid me entirely.
16. 1. Sexual harassment Experience: A co-worker who was friendly towards me when I first arrived started becoming too friendly after the first enkai. The sexual harassment incidents stretched for 3 months. Seen separately, they could have been brushed of as simply an older male colleague having a laugh by saying inappropriate comments, like asking for a kiss or commenting directly about my body in a fully packed train or trying physical contact by putting an arm around my shoulder and claiming I'm his girlfriend. 2. Witnessing Power Harassment - Suddenly hearing the Vice principal shout at a PE teacher during graduation ceremony day. The shouting continued for about 5 minutes, a chair was even overturned in the Vice Principal's fit of rage. The Principal was unsuccessful in quelling the commotion...and all other workers at the office were turning a blind eye or did not want to be involved. Despite the language barrier, there were certain tones and actions that definitely show the aggression clearly. The anger was unjustified, unprofessional and definitely a show of who has more power.
17. At a work nomikai, an older male coworker said things to me such as "You don't have a boyfriend, right? You should date me!", and did a gesture of blowing kisses. At the same nomikai, the same male coworker put his arm around the shoulder of another young female coworker and got very close to her at karaoke. She was clearly uncomfortable. After this event, the male coworker was scolded by his colleagues and apologized to both me and the other female coworker.
18. I had a JTE (older, male) take me on an excursion which he said was in order to plan for a trip for our English club. We were alone, it was a Saturday, he did not tell the school we were going and when I tried to protest that I wanted to go home he refused to drive me home until I continued to strongly protest. The same teacher has filmed me on his personal phone without my permission and has called me inappropriate names in front of students.
19. Sexual harassment from English speakers. The most serious incidents which came from a native English speaker were reported to our CO and dealt with sufficiently.
20. A teacher berated and humiliated me in front of staff in the staff office for a very minor thing-- something I was not even aware there was a rule about. His reaction was overblown and aggressive. I spent the rest of the day in tears. No one apologized to me about it. At a prestigious rich-person club event, one of my rural town's community leaders groped me several times before I moved away. Later he attempted to grab my hand and lead me away from the group. He was drunk of course.
21. After getting off the phone with a Japanese speaking Chinese parent, a Japanese teacher stated to the staff room that he could barely understand what this parent said, and mocked their accent. A teacher got mad at me for looking at and "probably having a crush on" another teacher that she was secretly dating I was seated next to a teacher at an enkai as a joke because I was his type. He was encouraged to talk about what kind of breasts he liked, what nationality, height, hair color, should she be able to speak English, etc. A teacher asked me to go to a hotel with him and asked if I owned a vibrator A

teacher asked if he could come into my apartment for tea, and when I said no asked if I would come to his instead. When I said no again he asked if we could go on a date and that he would ask again at school. This teacher also sent me non work related messages on line. A teacher asked me if he could borrow a large sum of money. We were able to talk this over in person with a staff member that I was close to and he has since apologized I often get comments that I am too thin or I look sick and I must not be taking care of myself despite feeling perfectly fine I was barred from English meetings despite requesting to join after hearing that “everyone hated my work”. I found out later that this was the opinion of one particular teacher and not the group sentiment This teacher refused to respond to my good mornings and instead would ignore me and look away. This lasted for about a month and was particularly awkward because she was a JTE that I had to work with

22. I was at a karaoke place with my friends and chance ran into some Japanese coworkers having a nijikai. An older man in that group approached me and made unwanted comments on my appearance, grabbed my hand and held my face very close to his to “talk on the phone” with his “niece”. (I heard nobody on the other side). I was uncomfortable and was able to extricate myself from the situation but I avoided that coworker ever since.
23. Shoved in the back while waiting with a Japanese friend outside a shopping centre - the man yelled "Go back to America" Witnessed students of mixed or non-Japanese heritage experiencing micro-agressions at school from classmates
24. Power harassment from my principal at an enkai.
25. Police officers acting differently when (male) superior was around vs. when I was alone. “Gaijin” being used, knowing it’s offensive. Being stopped to show ID when walking normally. Being turned away from restaurants because “No English” (even though I was speaking Japanese) or because there’s “no room” before letting in a Japanese party of comparative size that also said they didn’t have a reservation. Guy sitting down next to me on a mostly empty train and jerking himself off. Saw a guy walk up and grope my friend and then run off when we went after him. A teacher taking pictures of female students (he was fired).
26. I received many sexual remarks about how my harassers would like to engage in sexual activity with me and many remarks about my body parts. One time I was blocked off in a hallway by my harassers and unable to escape while they surrounded me and said many uncomfortable things to me. I did not feel physically safe after this incident, but thankfully nothing escalated into assault. When reporting these incidents to my school repeatedly, I was always told there was a miscommunication time and time again, until I finally reached out to my PA. After this is was finally dealt with.
27. When I was getting ready to leave for work, suddenly there was a knock at my door. I had been expecting a package and occasionally they would be delivered early, so I answered the door. It was a man I didn’t know. He started asking me questions in Japanese. Some I could answer. He wanted to confirm who I was (I was the only ALT in town and had been in the newspaper a few times, so that was public knowledge). He asked other questions like where I was from, if I had a boyfriend, etc. I tried to explain that I needed to get to work but he kept asking questions. Finally he asked is he could

kiss me. I said no. He kept asking and tried to come into my apartment. I had to push the door closed and lock it. I had to wait a while for him to leave, and then I waited even longer to calm down and make sure he didn't come back. I'm pretty sure it was one of the mail delivery guys. I told my supervisor about it later that day after I'd processed the event, and we filed a police report and everything that day.

28. Too many. After 4 years they blend together. Discrimination and general ignorance from Japanese people when talking to or about foreigners. Perpetuating stereotypes. Questions like "Do you have brooms in America?" Among other ridiculous things. Gender discrimination against myself and my female students (generally being seen as weaker than boys, being given physically easier tasks/goals). Strictly gendered uniforms. No options for students in the LGBTQIA+ community. During a staff meeting, the teacher in charge of human rights topics briefly discussed LGBTQIA+ issues which was met with a lot of negative groans and sounds of confusion. I calmly (but still internally very upset and afraid) outed myself during the question time. In order to save face, everyone's attitude changed. I was then requested to do a formal teacher training on the topic. (This was the Japanese teacher's role though, not mine. It's problematic to ask someone from a marginalized community to educate you. It's traumatic and draining to go over the same issues over and over again for those who won't bother researching for themselves. I agreed only because I wanted to be in control of the information put out to personally confirm its accuracy.) I explained the basics. The difference between sex, gender, orientation, and expression, as well as the meanings of each letter and why it's important to not "out" someone, etc. But immediately after my presentation, a homeroom teacher outed a student to me and asked me to look out for him. I was surprised that he went against my advice that I JUST gave. Once an older male coworker complained about Koreans to me not realizing my boyfriend was Korean. He apologized and stopped talking after I told him. This felt more like saving face than a genuine apology and changing his racist views. Was once asked if the reason the covid situation in America and the UK was worse than Japan was because of our racial differences. ??? Being talked down to like a child instead of the qualified teacher I am. Being seen as stupid because I'm not able to fluently express my ideas in Japanese. Being treated as a tourist rather than a resident even among those who know me.
29. An ALT is being forced to read and summarize materials, and even partially write a JTE's thesis. Because the JTE is friends with higher-ups of the CO, nothing is being done to solve this gross power harassment
30. I was refused entry to an onsen because of my tattoos.
31. The doctor was too rude and attempted to work on the procedure right away without explaining/informing/giving options.
32. - Inappropriate sexual comments from teachers and students - was asked to wear a uniform (the person wanted to see me in a uniform) - being told I shouldn't do certain things and saying that it's because I'm a woman (crossing my legs while sitting, etc.) - power harassment between teachers and students
33. Teachers pointing at my face and saying "Wow it's like Pinocchio!" while gesturing having an excessively long nose and laughing at me. Teachers repeatedly making students

comment on my body and their opinion of my appearance during class. Female teacher told a 14 male student to "kabe-don" her against the whiteboard.

34. A man knowingly exposed himself to me and masturbated on a JR train. It was in the inaka and the carriage was empty so I moved to a more crowded carriage. I didn't have the language skills or confidence to say anything to the driver. Moreover I don't think JR have the security on trains to prevent this happening again which is sad.
35. I was not allowed to have a Japanese friend interpret during meetings on serious misunderstandings of contract information with my board of education. I believe this was done so that I couldn't properly defend myself and they could control the conversation in a way that suited their interests.
36. Even before corona, I always felt like I wasn't included as much in events. Some teachers would constantly make fun of my Japanese, which made me lose a lot of confidence and caused me to be silent for close to a year. One teacher didn't like me and she would close doors in my face, stare at me aggressively, and continue to bad mouth me knowing I couldn't defend myself in the language.
37. I was nearly fired (or not re-contracted, the situation is unclear) and did lose my RA position because of three reasons; 1) I tried and was somewhat successful getting work-from-home for interested ALTs at my BOE, 2) I tried to negotiate for our 英会話 to be compensated again (as we had previously gotten PTO from it and it was changed without notice) and written into our contracts so it couldn't be changed again without our knowledge (this effort was unsuccessful), and 3) for a time I had been leaving school early, with the permission of my JTEs and principals, to work on my graduate program work at the local library. The last was the most egregious offense, and one that I was reprimanded for and stopped doing once I realized that it was actually not approved as I had previously thought. Even though I stopped leaving work early, I was still stripped of my position and nearly not re-contracted. My BOE would like me to not know any of this, and the only reason I do know anything is because the PA saw fit to give me an explanation as to why my re-application for RA was denied and I have a friend in the office who corroborated privately when I asked for confirmation.
38. My supervisor at my main school had fits of random anger, screamed at me (for wearing sunglasses, having hands in pockets, asking if being paid for unused vacation was optional, talking to myself, etc.), displayed physical acts of aggressions (they pushed me and also forced my leg to the ground when I crossed it over my knee), and so on. Their close colleague, who was also my coworker, also bullied me.
39. During my first year, whenever I talked about my culture in class, a JTE would sort of disregard my input and would keep asking about the US. I'm not from there so I don't really know anything. I work with another ALT once a week, and sometimes the teachers would rather ask her/confirm with her the answers to the questions they had already consulted me for. I feel like they don't trust me as much just because I'm not from America or the UK.
40. Once when I was out with another ALT we were told by someone to go home. I've also been told to be quiet before on a bus even though other people were talking, me and another ALT were singled out by an elderly person who repeatedly under their breath was saying being quiet in Japanese but very rudely. Another ALT in my town would bring

up topics about sex and bondage with me and I was uncomfortable with it. One time they tried to touch my hair I told them I was uncomfortable and not to do it but then they did it later. I constantly felt manipulated by this person. They always brought up inappropriate topics to talk about sometimes in public places. I felt like they made it to draw lines and it would become blurry so the blame could be put on me for not being clear though I was clear at the beginning. I have since distanced myself from them since we did report them and nothing happened...

41. Other than having a JTE make uncomfortable remarks about me and other females, I've been targeted by a few ALTs in my prefecture for not wishing the anyone media portrays as bad, including Donald Trump, would die of COVID, and that I am against BLM the organization. Was plied with alcohol at a drinking function by a trusted male coworker. When I was very drunk he began touching me under the table. When other coworkers left he kissed and fondled me. He arranged to take me home in a taxi. I asked another coworker for help, but she was either too drunk to understand or didn't want to be involved. So I had to go in the taxi. I'm not interested in detailing further events.
42. I have been discriminated against for being a foreigner in many ways, including but not limited to the fact that people often talk down to me, about me, refuse me proper service, and I often have police officers stop me to check my residence card especially after the start of corona. I have witnessed my friends who are of darker skin tones than I am be stopped by police on multiple occasions for their residence card. In the workplace, I often face power harassment from several coworkers because I am a foreigner. This includes being mocked, purposefully excluded from things, belittled in front of students, and not given pertinent information about the running of the school and the schedule. I have also been sexually harassed by Japanese man on more than one occasion.
43. Slander in front of all the ALTs in my town, manipulation resulting in isolation from an abusive ALT who emotionally manipulated me for five months. And one Principal became very controlling because he had a problem with the BOE, but couldn't do anything to them.
44. A Japanese teacher literally ignoring me and another black ALT in all of our TT classes but actively including the white ALT in their TT classes. A Japanese teacher remarking to the white ALT that they must be happy to have a new white JET ALT. Male students making sexual gestures to me in class and regularly pointing out my breasts.
45. Two separate incidents happened to me. 1. Someone knocked on my door and when I opened it to see who it was, a man entered my genkan without permission. 2. When I was at home alone, a different man from the previously mentioned incident climbed over my second story apartment's balcony railing and tried to peep at me naked and also tried to break in.
46. I had a person try to break into my property while I was home on possibly multiple occasions. It was reported to the police and they came to the property to do an investigation. Ultimately nothing could really be done. My school support me to move apartments and I was only comfortable once I had moved. I think I was targeted because I am a woman.
47. I was harassed by a JTE for a few years based on my language skills and my gender. He made many comments about women towards me that were very upsetting. He also

became very drunk and encouraged his family to make fun of my accent and my mistakes with Japanese. I avoided him until I had to work with him. There were many small instances that led to me being fed up and confiding in a teacher I trusted who helped me record every infraction in Japanese for two hours. My principal reprimanded him and made it so we didn't have to team teach this year. I am one of the lucky ALTs who has supportive coworkers and a supportive principal. Other ALTs in my prefecture have horrible stories.

48. Student became verbally abusive, co-teacher refused to handle it. Verbal abuse escalated to profanity and sexual harassment, as student made rude gestures at me, grabbed his crotch in my direction, and repeatedly swore at me when asked to do anything. Issue took several weeks to resolve, and was only resolved after I brought it up at the 6 month goal review with the head of the BoE. It was resolved SWIFTLY after that, when I expressed that I would refuse to go back to that class or work with that teacher until it was resolved.
49. There are many instances where I've been not included in various parts of school because "I'm foreign" and "won't understand". I've been blocked off before I was even allowed to even learn about what was happening.
50. I had experienced someone breaking into my apartment on several occasions. My BOE tried to victim blame me during this time for not DOUBLE locking my door. They tried to convince me into staying in that apartment though I demanded to move as I felt unsafe. The police carried out an investigation, they determined someone had been breaking into my apartment but then just dropped the case with no further investigation. I had to stay with friends for an entire month as I didn't want to go back to the apartment alone and my board of education handled the whole ordeal terribly. There was absolutely no support from them and they made me feel like a burden for demanding to move as I felt unsafe.
51. A fellow ALT sexually assaulted me on a camping trip.
52. A JET who came before me vehemently tried to limit my freedoms as an individual ALT. They were publicly insistent in swaying me to do as they bid in the name of ALT betterment, but in the end their objectives were privately revealed to be self-serving.
53. A JTE bullied me in front of students into doing her administrative work because I am "just an assistant". racial discrimination - mostly felt in shops and businesses, people visibly panicking to have to deal with me even when I'm talking in Japanese or have a coworker with me to help translate everything, just making things harder than they have to be and making me feel like a problem or burden. The worst was a small restaurant owner being so scared of me that he wouldn't interact with me at all so I had to leave and go eat elsewhere. That felt horrible and really embarrassing. gender discrimination - fallout from how deeply gender is ingrained into Japanese culture and I try not to let it get to me too much while gently challenging it where I can. Assumptions that I must do or like certain things because of my gender and also not being included in certain things because of it. sexual harassment - mostly been on the mild side thankfully, but I am beyond sick of older male coworkers I've never once talked to at school suddenly monopolising all of my time at enkais once they've had a few drinks. They're just "chatting" and not really doing anything, and I'm happy to talk to them a little, but I also

want to talk to my friends and I'm sure they wouldn't be so keen if I wasn't a young white woman. The worst harassment I've experienced has actually been from students, saying they want to kiss me and asking me if I like sex and such. Mostly just showing off to their friends, but I don't need it. sexual assault - I had an old Japanese guy rubbing his crotch against my thigh on the train once, and I also had another incident with a visiting foreigner that I don't really want to get into. And then while I haven't witnessed other people's assaults, I've heard plenty of stories that combine to honestly make me feel a little unsafe when travelling alone in Japan. And I hate feeling that way. I don't want my default mode of operation to become an anxious and distrustful one.

54. I was being harassed by a student and told their HRT. It was mostly small stuff like constantly asking me what 6 was in English but I drew the line at being called sex teacher. The HRT said she spoke with him but the harassment continued. I had to bring it up a second time with the HRT and she was really shocked that he was still bothering me and he stopped immediately after that.
55. I made mistakes with some grammar marking at the start of of my first year contract and am no longer given any sort of work related to grammar. My "white" co-worker has made similar mistakes, but the work is still given to them.
56. I feel it is mostly racial but they aren't really big sweeping actions. It's more on the microaggressions that occur daily. Ex. Someone changing their seats when a gaijin like me sits next to them; preference to Caucasian teachers as language partners to me, a brown skinned guy; once, a student said that "I look like a monkey", something which I personally feel has some racial connotations to it. And just to be clear, racism doesn't necessarily only come from the Japanese side. I've had other jets or foreigners assume things about me based on my race, too. Over time, these things build up.
57. Ranging from being attacked at my apartment, called "gorilla", "monkey", other slurs. Followed by people and being ignored when attention was needed.
58. I was at a popular bar with my friends. A Russian man kissed me randomly on the mouth. A Russian woman (Russians were frequent clients at this bar) harassed my friend, putting his hands on her body.
59. Many influential people in my BoE have shown sexist behavior toward me and other female ALTs in my area. They only confide and listen to the male ALTs during discussions and meetings. When I express any concerns they only laugh it off, but if a male co-worker says the same thing they will take it seriously. Other female Japanese teachers have also confided in me about this sexist behavior from one of the main offenders. Now that there are no male ALTs in our city, this behavior has only continued and we are completely ignored.
60. Power hara from the main teacher. After an incident in the teacher's room things were handled "behind the scenes." Sexual assaults- good luck when police seem to be no help. One survivor's address is now a secret (JET on JET) , another moved when a Jpns man broke into their house & police did nothing, the third's partner rescued them from a serial pervert the police have done nothing about, & they moved to a different town.
61. A teacher would send me very strange messages late at night about coming over or hanging out together. I also saw that teacher sexually harass my JTE.

62. I was told I could not take childcare leave although the law clearly states that I can. I was told no one on the JET program has ever done it before, which is not true. When I told them they were discriminating against me because I am a foreigner and finally convinced my superiors that I was eligible for the leave, I was told they would not help me and "it would be very difficult for me" and "would not go as I hoped." I was pressured into taking as little time off as possible once they realized it was impossible to start daycare until my child was 6 months old. Before approving my leave they asked me to write a letter saying I would return to work after 6 months of leave.
63. Kyoto sensei who was an English teacher (later became Kocho sensei at a different school) would tell me how beautiful I am, how I would appear in his dreams. How he wanted to go on dates with me, how he wanted me to sit in his lap. The harassment was never ending and it truly made me anxious to go to school or enkais knowing that he would talk to me in absolutely inappropriate ways. Students and teachers and community members laughing every time, without fail, they see a Black person, calling ANY Black man "Bob"
64. I witnessed a white male (possibly a JET, since it was a JET event) continuously touching and trying to kiss a woman who appeared to be Japanese. She didn't try to leave him, just kept trying to keep physical distance. This was before the COVID-19 pandemic and I did not know either person and was standing very far away so I didn't intervene.
65. 1) Would say "Kusai!" and spray something scented when I would sit down even though I was clean, well groomed, and well maintained. 2) Would say "I give orders, you obey them!" 3) Lie to people and say I was lazy and that I wasn't doing my job even though she told me ahead of time that she would make the lessons for that particular day. 4) Told me to come to class and support her lesson. When I showed up she went to the back of the room and told the class without talking to me first that I was teaching. 5) If I repeated a question about the schedule I would always get "I told you already!! Why didn't you write it down!!" as a reply. 6) She would make fun of me in front of the students. 7) She would refuse to team teach with me during my lessons.
66. I have been groped in the genital region at a bar when an individual couldn't tell if I was male or female, and decided to feel for himself. I've been denied service or been provided service far inferior to that which Japanese patrons in the restaurant/bar were receiving, and met with hostility when I attempted to order, etc. I have been barred from being open about my gender identity and am forced to hide it and go by pronouns and roles that do not apply and trigger dysphoria and depression. I've experienced individuals make transphobic and homophobic jokes and comments in front of me and to me. My friend who is a person of color was called a racial slur.
67. I experienced frequent power harassment during a vice principal my first year. It severely impacted my mental health and well-being but I did not fully realize that it was power harassment until I changed schools (normal for my city). Her harassment techniques were typically verbal or emotional; constantly berating me at work and trying to keep me from using nenkyu and going home on a few occasions. Once, I was also yelled at for being sick and not calling the school again to confirm that I was using nenkyu rather than byokyu. The ALT power harassment I witnessed another ALT experience was verbal and

a little tactile. The teacher would dump her folders across her desk telling her to clean it, demand she hand over her chair since it was better, point at other ALTs and say "that's what an ALT should look like" (she was Chinese-Canadian).

68. Most of the incidents of prejudice or subtle passive-aggressive racism I've witnessed/experienced has been from other ALTs, not with my CO. Being told that I have it easier because "you have Asian face" is just one of many racist comments I've received from fellow ALTs. Having my concerns about work being diminished because "at least you blend in" makes me feel as if they're saying I have no right to be concerned. Being the only Asian ALT made me feel as if I had to take it from them or else I was seemed too sensitive.
69. 1. Experienced a sexual assault during a city festival. It was handled by the police. 2. Experienced obvious sexual harassment from a coworker in the presence of other coworkers at a work event. I felt the problem was ignored by my coworkers. I did not report it to the BOE. 3. I witnessed a coworker power harassing a colleague with a medical disability. 4. I witnessed a coworker bullying a student with a physical disability.
70. Specific instances include my CO attempting to be present during a visit to the doctor because of what they called a lack of fluency. Ultimately, I refused their presence but had no trouble at the hospital. I think they want to be helpful, but instead I felt that my autonomy as an adult was violated. There's also a very clear lack of respect from the CO to the local ALTs in standard interactions. At school, my relationship with most teachers is fine-to-good. There are some teachers, though, to whom I've been completely invisible. I don't need to be friends, but it's vexing for those teachers to preach "always respond to aisatsu!" but not practice any response to my greeting.
71. 1.) The experience I had of sexual harassment was of a coworker being harassed during an outside of work karaoke bar. A senior member of the English department was touching the junior member of the English department in ways that made her uncomfortable. He also treated her and other women in the group in a way that made them uncomfortable. When the victim disclosed her feeling to me, I felt that I wasn't able to do anything because it was between two Japanese coworkers and I have no power as an ALT. The victims were even under the impression that what they experienced was "normal" because they had been normalized to it in Japanese culture. As someone who has worked in supporting survivors of sexual assault in the past, I recognize that what she and the other victims experienced was sexual harassment bordering on sexual assault, but Japanese culture prevented them from seeing the situation as abnormal. It was especially uncomfortable because I have to work with the perpetrator on a regular basis, so I have to maintain "good relations" with them because as a supervisor they control all aspects of my life and are my only support point with any actual power in Japan. 2.) I experienced racial discrimination in the community directly when I was hospitalized for pneumonia during the start of the COVID outbreak. My coworkers called the health department without telling me, and the health department arrived at my apartment in PPE at 4AM to take me to a quarantine ward in the municipal hospital. I wasn't informed about anything and was shuttled from place to place and subjected to random tests, blood samples being taken, xrays, etc. without any explanation or transparency. I was also forced to sign forms written in Japanese without any

explanations and without knowing what they were. I was also pressured to disclose private personal information about other ALTs despite them not being in close contact with me and despite me having a negative COVID test. Other ALTs were also pressured to provide information about their private movements and interactions just because they knew me, even though they had not physically interacted with me in months. After being discharged, I experienced discrimination outside of work with some people running out of stores or changing aisles when they saw me (but being fine with other Japanese people) and being denied entrance to restaurants because I was not Japanese. Another experience of racial discrimination was when a JTE that I worked with at a visit school I went to spoke rudely about my predecessor being Asian-American and not being a "gaijin" despite being from America, speaking English, and being of a non-Japanese descent. The JTE mentioned he and the students were glad I was white because I looked like an "actual gaijin." 3.) I experienced sexual assault at the bon-enkai when one of the other teachers made comments about my looks during dinner and then grabbed and held my butt without my consent during a team-building type activity.

72. Followed home by a guy who "isn't gay but likes dick" to the point where I had to put a door between him and myself. Locals getting drunk and shouting about how they want to kill all Koreans despite never having met one asking me to fire the Korean sax player in my band as a prerequisite for playing gigs.
73. I was relentlessly sexually harassed by 2nd year boys at my base school. It made me feel constantly unsafe there.
74. I guess it wasn't much harassment, it only happened just the once. During the height of Covid, when it was first beginning, my principal at my main school suddenly asked me to sit down with them and the vice principal to discuss how I travel to and from work. Because I use public transportation to get to school but everything was shut down and there were no classes, I felt I was putting people in danger coming in that way for no reason. I floated the idea that I be allowed to work from home. In the course of telling me that would not be allowed, which was annoying but acceptable, my principal suggested that I 1. get a car to solve the problem, 2. shouldn't worry about it because others have it worse, 3. take up the burden just like all the other teachers are doing. The responsibility was put upon me, and I was chastised for asking too much. The general tone at the school is that teachers must work harder to take up the slack for what is lacking. There is no leeway for taking time off, even if you're sick. At the same time, teachers are being pressured not to overwork. It is impossible, and no efforts are being made to actually address this. The decrease in ALTs has added to this so much, I am so tired and have so much *nenkyuu*, but I am nervous to use it because it would only add to the workload of my already severely overworked teachers.
75. When trying to get my driver's license, I had to prove my intentions were just and that the information I had provided was not forged. Also in addition to that each part of my passport was scrutinized to the point where even the smallest details that didn't even relate to driving (such as why did I visit ___ country, how long was I there and did I perform any illegal activity?) It is well known that foreigners who go to this license center are very very unlikely to pass the driving test and must take it again 1-3 more times. I witnessed a friend told they had failed because they drove too "American."

76. A friend was facing power harassment at work. He reported it countless times to the CO but was expected to ganman. Eventually he requested a meeting with the teacher, the principal and the CO to talk things out. This caused the teacher to do a complete 180 and stop with the power harassment. Had the CO called a meeting after the first report, the friend would not have had to endure mistreatment for as long as they did
77. A teacher wanted to date me, but I told him I wanted to spend time together as friends only. One day, the teacher told me he would take me to the park play soccer. But, instead of taking me home afterwards, he took me to his house and kissed and touched me without my consent. He yelled at me in Japanese and was very emotional. Then, instead of driving me to my apartment after that he drove around town, telling me in the car that he wouldn't stop trying to date me even though I said "no" to his offer.
78. One teacher refused to work with me, after one year would not talk to me either. I was told not to speak English on the phone, as the other office workers couldn't understand me. I was forced to drink medicine in front of another worker as they did not believe I was sick. I was refused sick leave as I was "not sick enough" to be hospitalised, but I was forced to take annual leave as I could not stay in the office. I saw my Asian co-ALT be told that other workers prefer talking to him as he was Asian.
79. A man on the train pined me in on the bench seat I was sitting on, and started masturbating. He leaned very heavily on me until he came, and then got up and left the train.
80. One of the ALTs living in my town was starting to spend a LOT more time with students outside of school hours, getting their LINE/Instagram accounts, messaging and ringing them, playing online with them. Then he started making plans, having kids to his house, going to Onsen etc. Eventually we found out that he was having students stay at his house. We did our best to report it all but nothing bad came of it for him due to the fact it was a male teacher with male students. We were even told that if it was a male teacher and female students, the teacher would have been fired a long time ago. We tried for a long time to get him at least fired so he couldn't work again but unfortunately he now has a new job as an English teacher in X Prefecture.
81. One JET sexually harassed and assaulted another JET, and it was reported to the BOE, but the board of education did nothing and without any hesitation let him recontract.
82. My supervisor would come to my house unannounced and without prior notification, and during the weekend and weekdays after work. While in my house, he asked if I like ikemen. He also asked for my house key multiple times, despite me telling him no. During school closure due to Covid-19 last February/March, he had me come in to the BOE every day, and on the days that my school next to the BOE requested for me, he insisted that I take the taxi to the BOE at 8 am, and then drop me off himself via his personal car at 9 am, then pick me up at 3:30 pm, and I'd wait until 4 pm for the taxi to take me home. He also on one occasion on (a normal school day) tried insisting that he pick me up and take me home instead of the taxi. One morning when no one else was at the BOE (8 am), he came to my desk, told me that my suit jacket is cute, and tried stroking my upper arm/shoulder, even as I was leaning away from him. During work hours, his coworker would ask me what I think of my supervisor's car, he would ask me to make bento for my supervisor since I'll be at the BOE everyday during that school

closure period, he told me that my supervisor thinks about me every day, and once he asked if I have enough money because if I don't, I can always ask my supervisor because he has a lot of money and can always take care of me.

83. I think I got sexually assaulted (sexual advance) because the perpetrator has an impression/generalization that those of the same race as I am are sex workers/work at snack bars/are hostesses. Also at work, I feel that just because I am not from the "original" English-speaking countries, they barely give me a chance to work at Junior High Schools.
84. I was sexually harassed by a male OBGYN. Immediately after he performed a pap smear he commented on the attractiveness of my figure and described a sexual fantasy to me. He did this in English in front of a nurse who did not understand English, so I felt he would not have done it if I hadn't been foreign. I have witnessed one black JET friend being called the N-word while we were walking down the street. I have also witnessed two other black JET friends having their hair touched by strangers and by other JETs without their permission.
85. My first school was basically a black company with high stress and turnover. As a new alt with a masters degree some coteachers reported and even made things up about me while neglecting to mention they had me working unpaid overtime. I told the BOE I'd rather flip hamburgers than work with them. I got sent to a "bad school" and never had a problem again. The workload is manageable, the staff is nice, and I even got renewed for a 4th year. I plan to serve all 5 years as a JET.
86. Another ALT tried to talk me into sex at a bar, he touched me intimately in the process, even though it was a public place. I was ill-prepared and surprised by this, also drunk, and felt violated. Perhaps not his intent. Later that night he had his arms around a Japanese woman who was clearly uncomfortable; after another male ALT stepped in he stopped and eventually left. When I confronted the offending ALT later, he thought we were 'having fun'. It was not fun; I was disoriented and unsure how to respond to him. There wasn't much to be done; he didn't seem remorseful and I wasn't about to get into an entire battle about it. Years later one of his friends tried to make excuses for him, which was a bit triggering. I warned other women about him, and I think he eventually blocked *me* on social media.
87. I had a student refer to me as oppai sensei, and follow me around the playground holding out his sweater in a boob-imitating manner. His HRT is a JTE and when I mentioned it to her, organised a meeting with his family and had him formally apologise to me. While at BOE enkais, the male director has said that "the women pour the drinks".
88. I understand the cultural differences between how LGBT people present themselves in other countries, but when I mentioned it to my co-workers at enkai in my first year, after getting to know them, I was surprised to hear much they were ignorant of. Asking me if I was gay just to get close to women, or if I wanted to be a woman, or jokes about how they wouldn't let me be near the male students. It was very hurtful but I didn't feel comfortable bringing it up to the pa/my boe because I didn't want to have to come out to even more people and have to potentially deal with more of this kind of thing.
89. During my first year, few old male teachers in my school were telling me that most women from my home country are very poor, working as entertainers at the bars or night

clubs here (they're surprised that I came here as a teacher) and somewhat gold diggers. During that time, one of them said in I think a passive aggressive manner, that some male teachers in my school want to marry a woman of my nationality but the problem is "they don't have money".

90. We had a problem with a regular stalker (Japanese). This person would try to get inside another female ALT's apartment while she was in there. Other days he would stand at the windows to look in the shower or living room. We reported it to police but they did nothing. Another female ALT would get her clothes and underwear regularly stolen from her laundry outside. We told our CO and police but they couldn't do anything about it. Only our POC ALT's have gotten stopped on their bikes, their bags searched and been asked for identification. I had to move apartments this year and agencies told me on the phone that they won't accept foreign tenants. I think this is illegal but not enforced.
91. I was invited to a foreigner's house (he is British and wife is Japanese). We were having a BBQ in the summer. The police were called due to a noise complaint. Two officers came and spoke with the owner of the house, but by the end of the ordeal, there were 8 policemen. They only asked for identification from me and another ALT (we are both dark skinned). They never asked for identification from the owner of the house, nor his wife. The officers told the owner that they wanted our identification because they didn't know if me and the other dark skinned person were 'good people'.
92. One evening I was walking home alone in X city, and a male followed me on a bike. He passed by me twice. The second time he stood up on his bike bent over and showed me his anus and penis. Then he turned around to see my reaction. When I started yelling, he pulled his pants back up and took off on his bike.
93. Our supervisor would get angry because some ALTs didn't know (or didn't do) some Japanese business manners; for example, drinking water while someone was doing a presentation at the Board of Education. He would constantly get angry and one day it just exploded; he yelled and yelled for half an hour about how "this isn't America, or New Zealand, or Canada- this is Japan!" And told us how horrible our manners are. He would single out people he didn't like and berate them in front of all ALTs (about 70 total) during seminar days too. The second experience was from a woman at the BOE; I think there was a misunderstanding about a project she assigned me for a summer school event. She was very rude to me for the duration of the summer school event, constantly snapping at me and muttering things under her breath about me because she didn't think I understood (but I speak enough Japanese that I did). She also cuts me off any time I try to speak to her and will just walk away while I'm mid sentence, presumably because she doesn't respect or care about what I have to say, regardless of the situation. Her continued actions finally had me contact someone else at the BOE but nothing was done about it.
94. During the Cultural Festival in 2019, we had exchange students from the US attending. One of the homeroom classes did a comedy skit about a foreign baseball player not understanding Japanese. For this skit they recruited the half African student to play the foreign pitcher and dressed him in black-face. This caused a bit of a crisis with the school, prompting me to mitigate the damage by explaining the situation to the exchange

students and asking the principal to call an emergency assembly to explain why this was wrong. The school issued an official apology to the exchange students.

CIR Appendix

Q10 If you experienced discrimination (separate to harassment and assault), what did you experience?

1. 容姿への偏見
2. Cultural 文化的
3. Workplace discrimination
4. Outing
5. Passive aggressive comments about China at work.
6. Religious discrimination
7. 国籍差別
8. This is not something that is likely actionable by AJET, but I know of many JETs having trouble getting access to debit/credit cards because they cannot pass the screening regardless of how many years they have been here and their financial situation. This can be particularly annoying since a lot of online purchases require a card number. I personally have been denied twice for a credit card but ultimately ended up getting one after a few tries.

Q11 If you witnessed discrimination (separate to harassment and assault), what did you witness?

1. Homophobia
2. 容姿への偏見
3. Cultural 文化的
4. Discrimination on the basis of nationality, religious discrimination
5. Power

Q12 If you experienced something other, please specify it.

1. 体格・体重に対する発言は多少言われました
2. The sex-based discrimination i witnessed was when women were ALWAYS the ones who brought in tea for visitors to my office and diplomatic guests to the Mayor. Why is the default women when there are plenty of men in City Hall?
3. I was stalked.
4. Experienced comments about my physical appearance from work related contacts which were inappropriate
5. Antisemitic language from people I worked with in the community, and inflexibility on allowing me to include discussion of my own religious celebrations when asked to present on Christmas (which I do not celebrate)

6. Drunk coworker unwantedly hugging me from behind after an enkai while calling me cute, had to forcibly remove him off of me. Unwanted sexual comments from coworker at an enkai.

Q13 If you witnessed something other, please specify it.

1. Mental Harrassment (something akin to bullying)
2. Different treatment towards coworkers from the global south; disparaging comments on others' religious practices
3. Higher ups making newer teachers do personal tasks
4. Coworker trying to grope another coworker at an enkai.

Q15 Did you report what you experienced/witnessed to your CO? If Yes, was their response satisfactory?

1. I reported to the PAs/prefectural office and consulted with them but felt that getting them involved with my CO would make the rest of the year more difficult. I transferred at the end of that year.
2. I received a strange loveletter/note. The police were helpful.
3. Some of it was experienced from my co-workers so it was difficult to approach.
4. 仕事に支障が出ることを心配していたからです。
5. Lots of microaggressions and fleeting instances which are not worth my energy to report.
6. I organised a meeting with my boss and the person who was bullying me, but it was very one sided and my boss didn't support me at all. I still have to work with this person.
7. They did not offer me help when I had to report being stalked to the police.
8. It's mostly "just discrimination" and not harassment. Half of the time it is "positive discrimination" and hard to report. But I mention stuff like that to people at work. But not everything is positive discrimination. For example, people tend to call me (in Japanese) with my first name without -san. I know that many JETs don't mind that, but I always use my last name to introduce myself and specifically asked people at work to at least use my last name when talking to "outside" people. Most coworkers respect this, but one told me that he usually doesn't like to use first names, but that "I'm different." I never had any "huge" harassment etc issues, but small things that are hard to report.to
9. It was decided that there wasn't enough evidence to pursue and so it was dropped
10. The worst incidents were all perpetrated by division heads, supervisors, or other higher ups at town hall.
11. Cultural sensitivity is not a well explored topic at the workplace, I don't believe that my concern will be scrutinised with the amount of care it deserves.
12. Because the harassment was done by the people I worked with and was afraid of repercussions. The person being harassed told me not to report it
13. In the case of being hugged by a coworker I did not report it as the person was being transferred the next week. In the case of unwanted comments, my boss was present and

immediately stopped and forced the person in question to apologize without me having to say anything.

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

1. I wouldn't call it harassment, but I asked people at work many, many times to use my last name when talking to "outside" people. (I don't especially like being called my first name without -san by people at work that I'm not close too, but it's hard to change that. But at least when talking about me with "strangers," I want my last name to be used. I always use my last name when I introduce myself. When I asked one person at work who never uses anyone's first name besides mine, he told me that he doesn't like to use first names as they feel too intimate, but that he uses mine, as I'm different. Even after talking about the problem, a few people would still ignore the request to use my last name. It may not be a big deal, but it's very frustrating.
2. Don't want to lose my job or deal with the fallout and blowback that would far outstrip any non-solution that would result.
3. The incidences never escalated to a stage where it's necessary to contact the police, and there scarcely any evidence. Although I have urged other participants to speak up if they have had similar experiences.
4. I do not think the police would take it serious, or would be able to help.
5. 警察に通報したら同じく差別させる可能性がありますから

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

1. 地方自治体だから当然なことだと感じて報告する意味はなかった。
2. They listened and were sympathetic but there was not much they can do.
3. I am the PA
4. I am the PA, so while I worked with my JPA, it was decided there wasn't enough evidence and there was nothing we could do
5. PA would have been unable to assist in this context as the CIR PA for my prefecture is too far removed from the entire CIR community to do anything.
6. I don't even know who my PA is, and have no ways of contacting them.
7. PAが誰か、もしくは連絡先が全くわかりませんから
8. ALT PA treated it as gossip
9. I am the PA myself and would not see a point in reporting to myself or the ALT PA.

Q21 Did COVID-19 have any impact on the harassment or discrimination that you experienced/witnessed? - If yes, how?-If no, skip.

1. 市民と直接触れ合うイベントなどがほぼ無くなりました
2. Yes. My kacho (not my supervisor) came to "check on me" twice when I took a week off in the first week of January. He was convinced I had traveled to an area in Japan that

was under state of emergency. I was questioned by him in front of my house and my neighbours heard everything. I now feel like I can't leave my house on a day off in case he accuses me again.

3. I was singled out many times and told to be careful etc. specifically because people assumed that as a foreigner I would not follow the guidelines as strictly as a Japanese person. I was also specifically told not to travel outside the prefecture and to stay at home as much as possible, while Japanese coworkers were still having drinking parties and being sent on business trips to big cities. One set of rules for them and another for me.
4. I'm a white person living in an area that is convinced foreigners brought the virus here... so yeah.
5. Some schools that we regularly do visits for felt uncomfortable inviting the Chinese CIR
6. Yes. I was told to quarantine at home for almost 2 weeks because an ALT had been out of the city even though I had no contact with said ALT and they eventually tested negative. My Japanese coworkers never had to quarantine and it caused a lot of talk.
7. Yes. COVID-19 was used as an excuse to create additional barriers in my prior workplace that were not actually effective for sanitary purposes.
8. When COVID-19 started out, there was a lot of negative opinion on foreigners/foreign looking people, because they were seen as the "cause" of the pandemic (especially since in X Prefecture the first cases were allegedly connected to foreign artists). So we had statements of ALTs that were turned down at restaurants, and people making really stupid comments etc. But now it has calmed down, so that's good.
9. Yes. A superior at work made a mocking/abusive comment about my concern for people not washing their hands properly in the office restroom. I was expressing my concern in the context of the COVID-19 pandemic/prevention measures.
10. 元からひどい扱いでしたが、コロナ禍が始まってからもっと差別を感じるようになりました。
11. Yes, less enkais equals less chances for drunken harassment

Q25 (optional) Please write a brief description of what you experienced/witnessed (please omit any identifying information).

1. I was assaulted during an enkai and when I thought I was being given a taxi home I was brought to a hotel instead
2. 飲み会でアルハラを受けました
3. I have just overheard or been directly privy too several derogatory or inappropriate comments about female colleagues/women in general by my male superiors. Luckily none of them have been directed towards me, but I wouldn't be surprised if things were said behind my back. The comments are not lewd, they are usually just more to do with the idea that women should always do the cleaning in the office, or women are not as intelligent as their male colleagues.
4. Co-worker was repeatedly invited to the house of a student's parent, asked co-worker about other ALTs who he was attracted to, texted her after cutting off contact.
-Coworkers and citizens not believing/doubting/forgetting my foreigner status

-Homophobic and transphobic comments about being a masculine presenting AFAB
-Being asked to translate sexist and racist comments -Mansplaining/cornering/pursued by male JETs with yellow fever - Long-term power harassment that was only resolved with the transfer of the harasser, even though the situation was reported to PAs multiple times -Racist comments written by students on English board directed towards Black ALT -Non consensual touching from male ALT to female ALT

5. For my own experiences they have never been because of co-workers or people I know. It's always random people that I've met. Because I'm white, a lot of Japanese people make the assumption that I can't speak Japanese. In the past there has been several situations where I and my other white CIR co-worker were treated differently by clients outside my workplace in comparison to my Asian CIR co-workers. They take us less seriously and are less likely to listen to what we have to say. Most people do not treat me like this and are lovely, but it has happened a good bit. Moreover, I've also had Japanese men make assumptions about me, based on my skin colour. Sometimes sexual, sometimes more ignorant. None of these encounters have been with my co-workers, they are all lovely people, as are the majority of people in Japan and especially X Prefecture!
6. nothing "serious" but light comments on how women are supposed to be the ones doing
7. housework, cooking, etc. and on how a JET colleague of mine is less competent (she is not) because she is a young woman and how they were glad I am white (vs asian) because I really look foreign
8. Several instances of students (and some Japanese staff!) grabbing the breasts of female JETs and touching the hair of JETs with black (afro-textured) hair. Both things that are definitely not able to be excused as a "cultural miscommunication".
9. I was stalked by a taxi driver in Japan. When I rode a taxi home one night, the driver remembered my address and room number. He then came to my door uninvited a few days later. I didn't realize who it was, so I answered the door and spoke to him at my genkan. He asked me many weird and invasive questions. When I rejected him and told him I had no time or intention of speaking with him, he said he planned to come to my door again. I called my supervisor after this happened, and asked him what I should do. When I asked if we should report it to the police or taxi company, my supervisor said we should do nothing at the time. He said he would report it to the taxi company with me if it ever happened again. I still felt uncomfortable, so I decided to call the police myself. The police were very helpful, and they warned the individual and his company. After I had reported it to the police and they were undergoing an investigation, I also told my supervisors' bosses what happened. They did not offer me any help. During work drinking parties, I have also experienced and witnessed both physical and verbal sexual harassment by staff. This included being forcibly groped and seeing the same thing happen to other women.
10. My division head (kacho) at the time was unhappy with the performance of our event, which was held during the pandemic. We had very few sign ups for our in-person event, which is to be expected given the circumstances. After the event ended, he still seemed to be somewhat upset with me (I was the lead for the event that particular year), and this manifested in him making comments to me about how I was taking too long to brush my

teeth (???) during lunchtime. He did not make these comments to any other CIR or worker in our division. While the remarks were in themselves not the issue, I felt that they were a blatant show of his displeasure, which was unfairly directed at me. I understand that Covid has been a trying experience for us all, and that he was probably under similar pressures from upper management regarding event performance. However, this does not excuse the way he acted.

11. One of my superiors once told me in confidence that "We almost never get Japanese female staff in our office, because they are slower than their male coworkers at learning the ropes. They are not really meant for this job." The female staff we do have is expected to do things the male staff only has to do on a "voluntary basis", and are never thanked or acknowledged for it. The opportunities for promotion and career advancement given to the female staff are also considerably lower, as the offices are quite segregated (i.e. stereotypically female work such as BOE, or working with children or people with disabilities has a very high female representation, but offices in charge of tourism, city promotion, etc. are mostly male dominated; because people from these latter offices tend to advance to higher job posts, women are precluded from them for this alongside a variety of concurrent reasons, regardless of actual ability). I personally had one of the higher ups from our sister city make very inappropriate comments about me and to me about women multiple times, making me feel unsafe. I started avoiding being alone with him at any time as a result, although due to our work relationship I was unable to do much more. Inappropriate racist comments about Chinese and Korean people are also the norm. For example, cultural differences are always brought back to perceived "rudeness" and "impoliteness" and no real effort is ever made to challenge those beliefs and think of their origins. And these comments are made by the very same people who are in charge of international relations with the above-mentioned countries.
12. I (white male) was sexually pursued and assaulted by a Pakistani man who met me at work. Pointless to report as the laws don't recognise male on male sexual assault or violence. I managed to convince him to cum on the floor without having to touch him. Two separate ALT friends of mine (one man and one woman) were sexually assaulted by another JET ALT (different assaulter and assaultee in each case, both perpetrators were men)
13. Being asked to remove overtime from records to cover over how much I was being asked to work. Being harassed for using off time when I had funeral responsibilities in the states. Being outed as a gender and sexual minority to town folks at events. Witnessing sexist comments and dismissal of women in general and women in my office. Sexist behavior of male JETs, particularly straight male ALTs, towards Japanese women and female JETs at after work gatherings and social events.
14. 上司による中国人に対する差別的な行為
15. A: Male JET participant harassing female participants online. One female participant was stalked. Stalking continued even after the victim left the programme. B: Off-hand, passive-aggressive remarks made about China, though negative comments targeting South Korea are even more prevalent..
16. The one I have (and have been) witnessing is of a foreign university research student I have been interpreting for when they reported their discrimination and problems at the

City hall. The student had an accident and got badly hurt, and had been getting treatment for 1 year, without getting better much. So they got anxious and switched to a specialized hospital further away, which now after another year of treatment is taking a toll on their financial situation. The university should have supported the student, even if not financially, but with advice, providing (or help finding) medical interpreters, explaining the Japanese medical system or somehow find a solution in helping the student out in daily life (the student could not walk without crutches so shopping, going to work etc. was really hard). But they literally did nothing and have been pushing around the responsibility for two years now. I witnessed them having meetings about the students situation and making decisions without the student being present (since it was "a bother" to get a translator), and was present at a meeting with welfare officials (where she applied for financial support for daily life and medical bills), where the student was turned down because of their "attitude" (simply said, their foreign facial expressions, that did not fit into the Japanese "apologetic" attitude they wanted the student to have). I feel most of the problem originates from the cause that a) the student does not speak either Japanese nor English fluent, and there is no one in the prefecture who can relate information to the student in their mother tongue. and b) the student does not have understanding of the Japanese medical system, so got confused, upset and anxious when things were different from what they expected, or were not explained in details (e.g. x-ray pictures are apparently not given directly to patients in Japan, whereas that is normal in the students country, and there has been a lot of miscommunication from the hospital side, because of the missing language support etc.), and c) the absolute refusal of a helping hand from the university, the city hall hospital, human rights center, because "getting interpreters every time is a bother"(free!!!! Volunteer interpreters!!! even that is too much for them!) and "the student is difficult to deal with" or "this is not our responsibility" or my favorite "why did the student even extend their contract?" (subtitle: they should have left, that would have stopped causing us trouble). Which sounds like heavy discrimination if you ask me. Apart from that, I have witnessed and experienced several minor cases of discrimination (disregard of my opinion at work because I am not Japanese and thus "do not understand", citizen calls telling me to "teach these foreigners some Nippon manners" (not realizing I am a foreigner as well)etc.), mostly crying them out in the bathrooms, or talking them over with friends. At least my colleagues are really nice. Oblivious, but nice.

17. My old Kacho would frequently shout at and berate my Japanese coworkers but never me, luckily. I was told by other coworkers that he liked me so I'd be safe. He was moved to another branch office in April so I don't have to witness it anymore, but the most frequent of his targets was moved last April and we all felt so relieved for him. When we saw the victim in his new position a few months later, even his face color seemed healthier.
18. After attending an interpretation for a Muslim family who needed financial support for the medical costs of giving birth, a Japanese coworker commented, "They should really consider their budget before having children." On many occasions, a coCIR from South America was given stricter rules and spoken to with a lower level of respect than me and

a coCIR from the EU. This person was a victim of power harassment, being yelled at by a superior in front of the office, about a rule that had never been explained to us.

19. A previous coworker would make sexist statements about myself and what I should be doing at work and at home. A separate coworker also made similar sexist remarks.
20. ブラジル人が主に働く目的で来日しているので、英語圏の国際交流員より私は仕事の量が少なかったです。一日中何もせず出勤した日も多くありました。観光目的で何かをやろうとしても、いつも根拠のない理由で却下されました。母国語で翻訳した大事なお知らせは1、2回無視されました(実際に英語ができる住民はあまりいないと関係なく、英語のみが使われました)私は叱れたことがありますが、英語圏の国際交流員が同じことをしたら逆に褒められたこともありました。私にあげられたプロジェクトは2回何も言われずに英語圏の国際交流員に渡されたこともありました。課の真ん中に座っていたのに、一日中声を掛けられていなかったこともあったし、おはよう・お疲れ様でさえ言われなかったこともありました。課長に上記を全部言っても、気休めな謝りでもなかったし、何も変わりませんでした。
21. ALTs asked about their genitals, forced to close quarters with other teachers, inappropriate touching
22. I do think there is a lack of accountability, especially as public servants, as they are almost impossible to fire. All the regular harassers at my work were/are well known as having "a drinking problem" and are repeat offenders. Leadership at the top is very important and I was very happy that my boss called out one such repeat offender and forced him to apologize, as it definitely changed his behavior after that. However, at the same time I think overemphasizing the cultural difference can make people more afraid of reporting. I have been sexually assaulted in Japan outside of JET, and my experience with police was mostly positive. While I know there is plenty of areas for improvement both in Japan and elsewhere, I think overemphasizing this point can also make foreigners not familiar with Japan less likely to report as they go in thinking they will not be supported or believed. However, from what I have witnessed police are more receptive to chikan/random stranger assault type situations than sexual violence within the home or intimate partner violence, which they often view as more of a gray area and switch to victim blaming mentality.

PA Appendix

Q9 Were you able to take compensatory time off for working overtime? (in relation to PA duties before COVID-19)

1. I believe, we can file for it especially for the official events (ALT seminar preparations, orientation), but my overtime work was unofficial.
2. My answer is no, but I want to clarify that it never occurred to me to ask for it.
3. Generally, no. It was not applicable to completing general work tasks. Rarely, yes if it was for an event scheduled outside of my normal work hours (e.g. judging a weekend speech contest, etc.)
4. Only once was I told that I could leave halfway because I wasn't doing any specific work for the day.
5. I'm sure if I pushed my office, they would allow me compensatory time off. However, with JETs contacting me on the weekends at various times, and only a few minutes of overtime here and there, it would be difficult to record it all... and my office would rather encourage me to "not do overtime" in the first place (although it is sometimes unavoidable).
6. Formally "No", but because my role as PA was concurrent with me still working as an ALT, my school was understanding of my additional responsibilities and were flexible in allowing me to have "PA time" during planning periods when needed.
7. Sometimes. We have monthly PA meetings and we get no compensatory time off for that, but I receive time off for everything else.
8. If I'm asked to come to work for some reason after hours, or to participate in weekend events, yes. If it's staying at work to finish preparations for majors events (eg. SDC), dealing with JET issues after hours, doing Zoom meetings, etc, no.

Q14 What do you think should be improved in regards to materials that explain the PA role to all new JET Participants?

1. Anything at all really. It's so unclear.
2. It should be explained more how the PA can assist JETs with advice and information but cannot necessarily solve their issues for them.
3. An official video (probably better if made by PAs) explaining the support system might help JETs better understand the PA roles.
4. The materials explaining the PA role are very basic but I do get that the PA role is kind of different in every prefecture so it's hard to generalise. Maybe a more comprehensive list of what your PA can help you with, vs what your supervisor/CO can help you with, would be useful.
5. Example consultations and records would be very helpful. Further training regarding listening and mental health is vital. Even if PAs are not councilors, we still end up on the front line while trying to get JETs in touch with counselors (especially in prefectures

without English speaking counselors). Even if each Prefecture handles its PA program slightly differently, examples of how to promote and form networks among JETs, would be extremely useful to reference. I reference the PA handbook from 2015, but I never find myself referencing the current PA handbook. Furthermore, PAs should be provided access to the CO handbook and supervisor handbook to be able to gain a deeper understanding of the JET program and can answer inquiries from JETs.

6. This is my first year as a PA and I haven't been through a new JET orientation in the PA role yet (due to COVID-19-related entry restrictions), so it's difficult for me to accurately judge the efficacy of the material.
7. I believe that the materials have little room for improvement as they are already sufficiently helpful.
8. More information should be available for ALT-PAs in how their roles as an ALT and as a PA are split, and which role requires more attention.
9. More of a detailed explanation into what power the PA holds and how they are able to use that to help JET participants. It may differ by prefecture but in certain areas the PA holds very little influence and cannot do much for their JETs besides passing along information or pointing them in the right direction.
10. パワハラ等に対する相談を受けた時の詳しく対応
11. An available pdf/soft copy online
12. The problem is that the roles PAs play varies a lot based on location. We emailed them all a little before arrival and explained in more detail at our local orientation.
13. Have a chart explaining the ladder of situations leading up to calling the PA.
14. I am not really aware of any lengthy descriptions of the role. I think perhaps some more detail in more obvious places could help.
15. More counselling training. I wasn't ready for ALTs phoning late on a Sunday night having panic attacks or feeling homesick, so initially was not able to deal with this in an adequate way
16. I think JETs should be encouraged to communicate with their schools more especially with their principals
17. One issue is that in my experience, different prefectures assign very different roles to the PAs —some are hands off, and others have the PAs take a very active role in their JETs' well being (like my prefecture). It's really up to the ALT-PA and me to introduce ourselves to new JETs and explain our roles, but I'm not particularly bothered by that; it helps us to establish a close relationship with our JETs, as we try to approach them in as down-to-earth and friendly a manner as possible.
18. Emphasize more about being a neutral party and that you don't have to babysit JETs such as making appointment phone calls etc. for them, which is outside the duties of a PA
19. I honestly think the PAs understand their roles quite well but that the understanding of the PA on the behalf of the non-PA JET is a bit limited. Also explain more of the fact that we have little influence and more concrete ways we can help.
20. For the most part, all new participants are made well aware of our roles, responsibilities, and limitations, but some limitations in our own knowledge of our roles means new ALTs aren't 100% understanding of the role. In the case of myself and my co-PA, we weren't

even made aware of the official PA Guidebook until several months into us taking on the role. Fortunately, we learned most everything from our predecessor PAs, but it would have been a great help to have known these formal details and responsibilities from the start.

21. I wasn't aware JETs even got an explanation about what PAs do.
22. I honestly don't really think there's much wrong with the current materials. I was very underprepared for the CIR-PA position because my predecessor failed to provide me with information about my specific position. Perhaps more emphasis on being able to talk with previous PAs or hearing from previous and current PAs would be useful. I know when I attended my first PA conference in 2019, talking with PAs with more experience really helped. Furthermore, I think something that CIR-PAs really struggle with is understanding ALTs problems. Are situations are completely different, so especially when you're a first year CIR- PA it is difficult to understand why certain things are difficult for ALTs, due to lack of understanding about the school environment. So, perhaps accounts for ALT-PAs may be useful.
23. That we're just a JET like any other. Don't blame us if we can't help you.
24. Make them more visible, both the materials and the PA. I'm also not sure what you're talking about? If you're talking about materials from AJET or other organizing bodies to newbies, I think that is mostly non-existent.
25. More role plays
26. Their role should be better explained with more examples. For one thing, the position isn't even listed on jetprogramme.org along with ALT, CIR, SEA which is likely where people first learn about the different roles on JET. I understand the PAs are technically ALTs or CIRs too, but the job is really quite different from the norm. It's hard to know what materials would help to explain the role as it seems to be quite inconsistent in what it entails. I think the local PAs are best equipped to explain the role to new participants.
27. Examples of situations PAs can help with
28. A lot of JETs have a weird misconception that we are their boss, or that ALTs should only consult ALT PAs not CIR ones.
29. Tell everyone what they can and cannot do. Very lame duck role.
30. JET Participants need to know how limited the PA powers truly are, especially if they are a municipal JET. We do not have a direct means of communication with their CO unless we go through the Japanese PA, and then it becomes a very political game of who can say what to whom.
31. Emphasis that we are not their bosses, and they need to make an effort to work with their CO before involving us.
32. PA-led sessions at Tokyo orientation using case studies of various situations PAs have faced. Give JETs real-world explanations of how and what PAs can do. Cut out some of the sessions that cover what was already done in pre-departure orientation. We are paid for those days in Tokyo, make it worth everyone's while.
33. Since the PA role is pretty different from place to place, maybe the PAs themselves should introduce it.
34. They should explain explicitly that PAs do not have power to influence local government policy, especially pertaining to COVID-related matters at BOEs/schools.

35. The current materials all assume PAs have a level of power and support that is unrealistic to my experience as a PA.
36. PAs should be explained in detail at Tokyo orientation if they already aren't
37. Not great explanation on where the role of PA begins and ends (both to ALTs seeking help and to PAs themselves)
38. Part of it was that the pa training was online and not easily accessible, I didn't even get to see it.

Q16 What do you think should be improved in regards to training/material for PAs?

1. It would be nice to know more specific issues that PAs face with JETs.
2. PAs are like unofficial counselors. Human development sessions might help PAs better listen and facilitate discussions with the ALTs in their prefectures.
3. Personally, the only materials I received were some sheets made by my PA predecessor and a VERY old copy of the PA handbook. Aside from that, and the JET GIH, I had nothing to go on so basically just made the role my own. I think it would be helpful to have more documents available/even have an online training course for new PAs because I felt pretty lost at the beginning. In particular, I think it would be very helpful to have some kind of basic training in counselling/mental health support, because that's the sort of thing you should not be responsible for without professional guidance.
4. More training regarding mental health/active listening is vital. As the PA position varies so wildly between Prefectures, having a compilation of case studies presented at the conferences for reference (minus any identifying information/location information/etc.) would be very useful. One of the most useful parts of the PA conference was to be able to talk with and network with other PAs, an aspect that unfortunately was lacking from last years conference as it had to be suddenly shifted to an online format. I'm hoping that this year, through the use of zoom, that aspect can be regained. As the conference is no longer in person (at the moment), having miniature discussion conferences (perhaps by region?) throughout the year via zoom could be very useful.
5. The training seminars and guidebooks cover basic responsibilities, but I still feel much had to be learned on the job (due to the flexibility of the position), and think it would have been much more difficult to transfer into without a senior co-PA. More (online) training sessions, even on an optional participation basis, might help.
6. Though the change to online training sessions is lamentable, I still find them sufficiently helpful.
7. Training materials that include case studies should include a scenario, and then a section for the PAs to write down their opinions on how they would deal with the situation. Then in a proceeding material, reveal how the PA that was involved in said situation handled the case.
8. I have not yet received any training/materials for my position besides brief explanations from past PAs and my co-PA
9. I've never received any materials. Very much had to learn on the Job

10. パワハラ等に対する相談を受けた時の詳しく対応。日本の田舎では空気を読むと言う文化が根強く残っており、そういった問題が発生した時、実際に何かをする力がある方は何もしない傾向にあるように見えます。
11. Before 2014, PAs were provided with invaluable training in counseling techniques. Please bring it back. Even if not expected to provide medical level counseling, it made me a better advisor (listening skills, coaching skills).
12. Training on arrival for cir PAs. Detailed explanations on labor laws and rights as they apply to civil servants. I only realized after jet that labor law for private sector employees generally has no affect on civil servants. Knowing what rights jets really have is important.
13. Training time with the other prefectures PAs and then training time with your own Prefecture's PA team.
14. Things may have changed in the past year or so, but when I started in the role it was a new role for X City private school JETs. So, I can't say I expected any real training materials. It was more of a crash course in the expectations of each party. Hopefully there are more materials now.
15. I became PA in August 2020, so the annual PA training for that year was cancelled. There were some videos and powerpoints, but some kind of discussion with seasoned PAs would have been helpful.
16. More counselling guides or training - even just basic stuff like what it's best to do which is usually just listening and maybe giving some reassurance.
17. Although we are told that PAs are "not counselors," actively counseling JETs has been a huge part of the job in my experience. There are many situations where JETs might have an issue, and they usually (fortunately) bring it up with the PAs first. As PAs however, we feel that despite recommending the various counseling services, JETs often fee most comfortable coming to us for advice, because we have local knowledge and experience. Therefore, I really feel like PAs need more training on how to provide counseling themselves. I had no counseling experience before joining the JET Programme, but being a PA since my first year, I was thrust into the role of "counselor" head first. The AJET Peer Support Group recently conducted a fantastic workshop on counseling which I attended, and I'd like to see similar workshops offered for PAs in the future.
18. We could use more guidance on how to advise COs/BOEs providing different types of leave to JETs when the JET is especially sick (mental or physical), thinking about breaking contract and refuses to attend work, or has run out of nenkyu, and must take 欠勤, 休職, 病休, and 特別休暇 types of leave.
19. More handling other peoples emotions, negotiation, things of that nature.
20. Again, me and my co-PA came into the role with limited formal knowledge of the role. The informal knowledge was helpful as our predecessors were able to explain our roles clearly during the transition, but nothing formal. Also, was unable to attend any of the PA conferences so I can't speak to their effectiveness, but I'm sure they would have been helpful.
21. The exact extent of the role of PA should be better defined and not left up to an every situation is different situation.

22. To be honest, I did feel very out of my depth in my first year, due to lack of training and vocabulary. Before coming to Japan CLAIR kindly offers both CIRs and ALTs books with Japanese that helps us adapt to our workplace. Perhaps a short book with scenarios detailing common problems faced by PAs might help. Or something, which includes useful vocabulary for PAs.
23. Having the trainings in person was way better. Please revert to that format after the pandemic.
24. The material should be more concise and clear
25. More mediation training between COs who don't want to do shit to change, and JETs who are being taken advantage of.
26. Wasn't exactly sure what the job entailed nor the resources I had.
27. There should probably be more active listening skills. I had a lot of support from my predecessor in terms of preparing for arrival orientations and the skills development conference but the one thing that caught me off guard was just how many people were contacting me in emotional states or during times of personal crisis. Fortunately, I have had some experience with courses dealing in interpersonal communication and crisis management, but I can imagine that a new PA who has never had this kind of experience, with no training might find themselves in a bad situation and unsure of how to handle it.
28. Training + resources for how to help JETs seeking medical assistance, mental health resources
29. It would be nice if we had some training and/or in conflict resolution, but I recognize that the uniqueness of most such situations makes it hard to truly prepare us for them.
30. I think there could be a database of pooled resources available.
31. Require them to go every year to training. My BOE only let me go the first year.
32. Disclaimer: My situation is probably exceptional (both PAs suddenly left in the fall so me and another ALT were forced into the PA position in October, with no adjustments to our ALT schedule, no training whatsoever and we didn't know about the PA Handbook until April aka 6 months after taking on the role), so take the following with a grain of salt. I think that there should be some formal succession mechanisms to make sure that the new PAs received all relevant documents and information before starting. Ideally this would involve the JPA and the departing PAs.
33. More emphasis on confidentiality and what we can and can't recommend.
34. To tell the truth, I am not sure what documentation exists as official guidelines for PA duties, and I was trained by my PA predecessor who remained for some time in Japan and my PA partner. I then trained my new PA partner and we've been winging it in the pandemic. I also would like some official guidelines from CLAIR or someone to explain my role during the pandemic. ALTs are looking to us to answer questions and provide comfort and I do not know that in the 365 plus days of COVID, that I've taken the time to even sit with my own distress at the state of the world. What is it that we're supposed to be doing now?
35. Materials should be sent before arrival to Japan

36. I heard there used to be two orientations/conferences for PAs, I wish we could have that again as well as a shared resource for skill development conferences to make them more worthwhile
37. Case studies have been extremely helpful at past PA conferences, so more of those would be very appreciated. Every PA's experience is so different so a variety of case studies would be amazing.
38. There should be more sustained communication between PAs.
39. Should be immediate support/training upon arrival for CIR PAs that are assigned upon arrival. Not great explanation on where the role of PA begins and ends.
40. The transition to online was difficult but those materials should be more available, as we couldn't do in person training.

Q18 Optional - If you are aware of the JPA training/materials, do you feel that training and materials for JPAs are adequate?

1. I am not very aware about the content of the JPA's training.
2. I don't know what the materials are but whatever they are my previous JPA (for the financial year up to April 2021) certainly had no idea what they were doing and were mostly very unhelpful and passive.
3. From the Japanese PA I work with. "The training materials are adequate, but they are very hard to understand./It is difficult to find where the necessary information is located."
4. My longest JPA was just amazing and worked with me to redefine our roles. I had others that could really use thorough training session. I also wish JPAs and cir PAs could take more training together.
5. Yes, but that's not to say they can't be improved. Also, different PAs have different levels of responsibility, so I can see why it is difficult to provide one training that fits all. However, for young and especially 1st years more is needed. I'm older and was an ALT for 5 years so I had experience to draw on, I can't I say what it is like for a new to Japan young person.
6. I don't know anything about training for the JPA position but I do know that the JPA position in X Prefecture is assigned and I very much think that it should be done based on an application process. Of course this is difficult because I think the current system of just shuffling everyone around has a lot to do with Japanese ideas of egalitarianism.
7. I'm not aware of any training materials for JPAs?
8. Not formally aware of the JPA training/materials that exist already. Everything we know about their role and responsibilities has been learned informally while fulfilling the role of ALT PA. Would have been a huge help to know this information to avoid several situations where there was miscommunication with the JPA because of our lack of awareness in what they could and couldn't do in their role.
9. I have only seen snippets of these materials over the years, but I think the provide thorough explanations regarding the intricacies of the JET Programme.
10. Also, I have been a PA for two years, and in that time, I have had FOUR JPAs. I know it's not your fault, but it is nearly impossible to do our jobs properly when the JPA is

constantly changing. Also, it would be nice to know what their training is like so we can more fully understand our roles, I think.

11. It feel all very abstract. Both my Japanese counterpart and I had to learn our ropes along the way by reading the CO Handbook throughout the year.
12. Didn't know they had any

Q21 Optional - Is there any comment you wish to make regarding the PA system?

1. It's not the clearest of roles.
2. It is great to have a support system like the PA system, but training should be organized for them and for the entire support system in a prefecture - this includes the regional representatives and supporting representatives. Team building activities or meetings might be of great help to make the support system more effective.
3. I strongly believe that PA should be advertised as a separate job position with a separate salary. Being PA during a pandemic, on top of being the Kencho CIR in my prefecture, has been rewarding but the workload is frankly incomparable to other CIRs or ALTs that I know.
4. There is so much interpretation within the PA system regarding what exactly is the role of a PA. Having a clearer outline of what is required of us, and having training materials/access to resources that cover situations above and beyond what is required of us, would make the PA position easier. (For example, we are not counselors, but access to the PA materials regarding mental health from prior to 2015 has been vital to certain consultation cases that I have been involved with.
5. Depends on the Prefecture but since coming into the position during COVID, nothing has been presented to me in regards to "materials". But then again, no one has any real idea what to do during these times and are just trying to do their best to be as much of a good supporting individual as possible.
6. 今まで対応して解決したジェット参加者からのご相談を全国にいるPAに情報収集として提供する制度等の作成をご検討ください。法則が記載されているマニュアルのようなものよりも、時は具体的な例を通して対応方法の提案が役に立つのではないかと思います。
7. Give cir PAs and alt PAs a direct contact at CLAIR to get advice and guidance from. Send CO related messages directly to jet PAs, too.
8. More authority for PAs
9. I wish there was more frequent training given than just the once a year conference. Such as give situation examples for the PAs to discuss and then collect the responses to share with other prefecture's PAs.
10. Overall I felt it was a great experience. I got to learn mediation techniques, more about Japanese organizations and schools and how they operate, and I gained valuable experience. I also felt like I was participating in and giving back to my fellow JET community members. Plus, everyone I worked with at the private school foundation was so wonderful and a pleasure to get to know.
11. Maybe the recruitment needs to be looked at of first years are being assigned as PAs without applying for that specific position and even knowing what it involves before arriving. Only experienced ALTs should be eligible for the PA position. Here in X

Prefecture only 3rd year ALTs can apply - and it is by application, but assigned. It seems crazy it would be any other way.

12. In my almost four years as PA, I've been fortunate enough to have freedom in the role, and I feel like the PAs in my prefecture have a very positive relationship with the JETs (perhaps because we are a smaller prefecture). The older PA Handbook from CLAIR, the private PA Facebook group, along with CLAIR's PA conferences are very useful. In addition, extra training about how to provide counseling would be immensely useful.
13. Do not force new JETs into the position of PA, and also make having an ALT PA mandatory
14. There is such a wide variety in the types of PAs and the roles and responsibilities they have. While there are formal guidelines that exist for all, they seem almost pointless since most everything I learned about fulfilling my role came informally from my predecessor PAs. PAs in other prefectures provided some additional insight, but even their advice was limited since some of their situations and organization of their PA system were different. (Ex. We have to work as ALT and PA at the same time, while there are a few PAs who only have that as their role. There are also some areas with a smaller JET community/population than my own area, yet they have "more PAs" than us.) I still feel that I was able to adequately fulfill my role over the years, but without some more set in stone standards/expectations of the PA role, I worry for future PAs that have a difficult transition into the role and/or have non-supportive predecessor PAs. (I say this having been thrown into the role after both our CIR PA and ALT PA left the program for their own reasons and forcing myself and my co-PA to "take the reigns". It was a rough transition and we relied more on the information our "predecessor predecessor PAs" left behind, rather than our "direct predecessor PAs" information)
15. PAs have it the hardest on the JET Programme. It's fine if you signed up to be a PA, but it's a lot of mental strain and takes someone who is good at not only being a leader, but also is considerate and patient. I feel like I really resented being forced to be my prefectures PA, but I did learn a lot from it. I just think being the one who always has to lead and support others especially when you are also just starting on the JET Programme is a very demanding task. I'm very fortunate that most of the JETs in my prefecture are genuinely lovely, but I have had to deal with some difficult matters. In summation, I think PA is a huge burden for anyone, never mind a first year JET.
16. I love being a PA because I love being able to answer questions and offer support to the JETs in my prefecture. I also dislike it at times because I feel like I am constantly coming up against the same problems that nothing ever gets done about. People are surprised when someone leaves the program early, but if you look back, for the past X# of years people have left that placement early because they aren't utilized or are mistreated by the CO. There seems to be no system for accountability, and while I'm all for embracing Japanese society, especially in a pandemic, it has become clear how little COs actually view their JETs. And it seems nothing can be done about it.
17. I think the PA system provides a very important source of personal and professional support for JETs. I worry about the loss of the position in my prefecture as the prefectural BoE increases its reliance on private dispatch companies for new hires.

18. It's not always clear to PAs, to JETs, maybe even to our schools/COs, what PAs do, how much "power" they do or don't have. There are times I feel somewhat powerless as a PA to help JETs or make an actual difference.
19. I do not think 1st-year JETs should be assigned as PA just because they are in the office. Previous PAs in our office were made PAs because they were the English-speaking CIR but held racist and anti-LGBT views. They tried to remove all LGBT-related content from the guide for incoming JETs because it did not align with their views.
20. A third party monitoring body is probably better suited to this role, and more regular guidance, training and support would be preferable. Both the Japanese PA and myself, for instance, have almost no understanding of how local schools function, yet we're placed into the role.
21. Clearer guidelines from CLAIR regarding what PAs are supposed to be (in some prefectures it's a full-time job, in others it's an add-on, etc.) would help. The only useful tool for me has been the PA facebook group. Everything else has been full on improvisation.
22. I think sometimes normal JETs assume PAs have more power than they do. That can be very frustrating
23. For me, a PA who is not given additional time at work for the PA role, in a system where PAs are not to be involved in disputes with BoEs, and in which I don't think I've ever interacted with the JPA, stories from X Prefecture or Y Prefecture, I feel like it's a completely different job. There either needs to be some consistency, or more flexibility in the way the role is explained from the top down.