

Prevention of Harassment in Joint Research Experiments

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As an inter-university Research Institute Corporation, High Energy Accelerator Research Organization (KEK) provides research facilities to many domestic and foreign researchers. Unfortunately, there have been some cases of harassment or behaviors that need improvement involving users. The guideline of the law “Act on Comprehensively Advancing Labor Measures, and Stabilizing the Employment of Workers, and Enriching Workers’ Vocational Lives” [\[a\]](#) requires business owners to clarify their policies on preventing harassment in the workplace, even for non-employees, and take appropriate measures as necessary [1]. In response, KEK has established a Code of Conduct (CoC) and a Diversity, Equity, and Inclusion (DE&I) Policy applicable to KEK users, making it clear that KEK users who fail to comply with these policies may have their shared use privileges suspended. The Institute for Particle and Nuclear Physics (IPNS) has also established its own CoC [2]. Additionally, KEK users can consult with KEK’s external and internal counselors for assistance and guidance [3].

Although each user group can determine its own operating policies independently, appropriate measures against harassment must be ensured in experiments hosted by KEK in accordance with national guidelines. User groups of such experiments should inform their members about KEK’s CoC, IPNS’s CoC, and KEK’s DE & I policy, and make them aware of KEK’s consultation system.

In addition, to detect signs of harassment at an early stage and take appropriate actions, it is desired, if possible, KEK user groups have their own basic policy on harassment, designate a person responsible for its policy dissemination (such as Diversity officers) and harassment counsellors, and clarify the consultation, investigation and action processes among the members. When establishing internal procedures, please ensure the protection of the personal information of both complainants and perpetrators, prohibit any adverse treatment of complainants, eliminate conflicts of interest in harassment investigations, and separate the investigation process from the final decision-makers.

KEK users are encouraged to participate actively in harassment training provided by their affiliated organizations. We also recommend that each group creates its own harassment prevention education materials. Discussing the creation of such materials will raise awareness among members of the experimental group and foster a common

understanding. For example, the Belle II group recently created and published workplace environment guidelines [4] on their web page.

KEK has been responding proactively to harassment in KEK-related activities and encourages early consultation with the harassment counsellors on possible cases. In particular, if you believe that KEK should act, please consult with the KEK counsellors without hesitation. Additionally, the Head, KEK DE & I Office can meet with the DE & I representatives of each group upon request to guide the DE & I framework within the group.

If you have any comments or suggestions regarding this document, please contact the Head, KEK DE & I Office (nojiri@post.kek.jp).

[1] [For harassment measures for foreign workers](#)

[2] [KEK Code of Conduct and compliance](#)

[KEK has established its basic policy and action guidelines regarding DE&I](#)

[IPNS Code of Conduct](#)

[3] [KEK Harassment counselor](#)

[4] [“Belle II workplace environment Guidelines”](#)