

Gender Equality Charter

Enacted July 16, 2008

Fundamental principles

Ensuring gender equality ranks among the most critically important issues to define Japanese society in the 21st century. In order to achieve it, the Basic Act for Gender-Equal Society enacted in June 1999, lists the following five principles: 1. Respect for the human rights of men and women; 2. Review of societal regulations and conventions; 3. Joint participation in policy formulation and determination; 4. Reconciliation of domestic activities with other activities; and 5. International coordination.

Gender equality seeks to overcome prejudice and discrimination rooted in historically grown social gender distinctions, ensure that men and women as equal members of the community have the opportunity based on their free will to participate in activities in all areas of society, establish shared responsibility of both men and women for society, and create a society where individuality and variety find mutual acceptance.

At the University, upon reflection, these spheres would appear to present a host of issues. Numerous problems need to be dealt with, such as sexual harassment, academic harassment, the problem of reconciling education, research, and employment with family life, and the comparatively low proportion of women in teaching and administrative position.

Into the 21st century, for the mutual recognition of different value preferences and their incorporation into education and research, and for the further advancement of academic endeavor, as well as for contribution to society and fulfillment of its social responsibility, Shizuoka University sees the need to create an institution built on gender equality.

Therefore, Shizuoka University acknowledges the following fundamental principles and will work to further promote gender equality at the University.

Basic policies

- I. Establish environments for education, research, and employment from the perspective of gender equality

- II. Provide support for reconciling education, research, and employment with family life
- III. Create environments supportive of the development of the next generation
- IV. Promote support for female researchers
- V. Increase the percentage of female members of faculty and administration
- VI. Expand and improve education, learning, and research that contribute to gender equality
- VII. Eradicate and expeditiously resolve gender discrimination issues
- VIII. Promote gender equality enlightenment activities targeting faculty members and students
- IX. Cooperate with the national, prefectural, and municipal governments, as well as with corporations and other organizations on the subject of gender equality
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