

# Shizuoka University Charter for Gender Equality

*(Adopted on July 16, 2008)*

## Fundamental Principles

Japan has positioned the realization of gender equality as a top-priority task in shaping the nation's social framework for the 21st century. The Basic Act for a Gender-Equal Society, which came into force in June 1999, sets forth the following five fundamental principles to promote equality between the sexes: (1) respect for the human rights of women and men; (2) review of social systems and practices; (3) joint participation of women and men in planning and deciding policies; (4) balance of family life with other activities; and (5) international cooperation.

Creating a gender-equal society means eliminating gender-based prejudice and discrimination that have arisen in society. It means forming a society where both women and men are given equal opportunities to participate voluntarily in activities in all fields as equal partners in society. It means developing a society where women and men share responsibilities in relation to society and where individuality and diversity are respected.

A host of challenges remain at Japanese universities in these various areas. Sexual harassment, academic harassment, the difficulty of balancing education, research, and employment with family life, and the low percentage of women in teaching and managerial positions are among the many issues that need to be addressed.

At this important turning point in history, Shizuoka University needs to enhance gender equality throughout the University. This will support us in ensuring respect for diverse values, incorporating these values in education and research, and advancing academic scholarship. It will also help us contribute to the local community and fulfill the responsibilities with which the community has entrusted us.

For these reasons, Shizuoka University affirms the following ten basic policies and aims to further promote gender equality at the University based on them.

## Basic Policies

- I. Develop a gender-equal education, research, and employment environment
- II. Provide support for balancing education, research, and employment with family life
- III. Create an environment that supports the development of the next generation
- IV. Advance measures to support female researchers
- V. Increase the percentage of women in teaching and managerial positions
- VI. Expand and improve education, learning, and research that contribute to gender equality
- VII. Eliminate gender discrimination and promptly resolve any cases that arise
- VIII. Promote educational activities targeting faculty members, administrators, and students to enhance understanding of gender equality
- IX. Form partnerships in the area of gender equality with the national government, Shizuoka Prefectural Government, and municipal governments as well as with corporations and other organizations
- X. Foster international partnerships related to gender equality