

Nara Institute of Science and Technology, National University Corporation
Regulations concerning Gender Equality

July 21, 2009
Regulations No. 3

Article 1 (Purpose)

The purpose of these provisions is to stipulate the necessary matters in relation to promoting gender equality at Nara Institute of Science and Technology (hereinafter referred to as “NAIST”).

Article 2 (Promotion of gender equality)

With the aim of accomplishing the purpose stipulated in Article 1 of the Nara Institute of Science and Technology Regulations (Regulations No. 1, 2004), NAIST shall promote gender equality based on the awareness that respect the potential and diversity of NAIST’s constituents and students, regardless of their gender, etc. and the achievement of work-life balance is important in order to continue promoting cutting-edge research in the future and providing advanced education based on the results of that research.

Article 3 (Gender Equality Promotion Office)

The Gender Equality Promotion Office (hereinafter referred to as the “Equality Office”), headed by the President, shall be established to promote gender equality at NAIST.

Article 4 (Cooperation by board members, employees, and students)

NAIST’s board members, employees, and students shall cooperate with the Equality Office and strive to promote gender equality.

Article 5 (Duties)

The Equality Office shall conduct the duties stated below.

- (1) Matters related to planning and implementing specific policies for the purpose of promoting gender equality
- (2) Matters related to investigation and analysis related to gender equality
- (3) Other matters related to promoting gender equality

Article 6 (Organization)

1. The Equality Office shall consist of the members listed below.

- (1) The Executive Director in charge of gender equality
- (2) The Executive Director in charge of the administration

- (3) The Division Directors
 - (4) The Director of the Health Care Center
 - (5) The Head of the Planning and General Affairs Division
 - (6) The University Education Administrator (in charge of gender equality)
 - (7) Other employees who are appointed by the President
2. The term of the office members listed in Item 7 of the previous clause shall be 2 years, and these members may be re-appointed. Provided, however, that the office members' terms shall be within the term of the President which appointed them.

Article 7 (Manager and Assistant Manager)

1. The Equality Office shall have a Manager and an Assistant Manager, and the respective personnel stated below shall fill these roles.
- (1) Manager: Shall be appointed by the President from the members listed in Item 1 or 2 of Clause 1 of the previous article
 - (2) Assistant Manager: The member listed in Item 6 of Clause 1 of the previous article
2. The Manager shall manage the duties of the Equality Office.
3. The Assistant Manager's shall assist the manager.

Article 8 (Project teams)

1. The Equality Office may have the project teams stated below, in order to conduct duties such as formulating and proposing implementation plans for the purpose of promoting gender equality.
- (1) A system and support project team
 - (2) An education and publicity project team
2. In addition to the stipulations of the previous clause, project teams may be established in the Equality Office as necessary.
3. Project teams shall consist of the persons stated below.
- (1) Office personnel who the manager recognizes as necessary
 - (2) Other persons who the manager recognizes as necessary

Article 9 (C consultation desk)

1. The Equality Office shall have a consultation desk in order to promote gender equality conduct consultations and provide information for the purpose of achieving work-life balance.
2. The consultation desk shall be operated by the persons stated below.
- (1) Office personnel who the manager recognizes as necessary
 - (2) Other persons who the manager recognizes as necessary

Article 10 (Miscellaneous provision)

In addition to the matters stipulated in these regulations, other necessary matters concerning gender equality promotion at NAIST shall be provided for separately.

Supplementary provision

These Regulations shall come into effect on September 1, 2009.

Supplementary provision

These Regulations shall come into effect on April 1, 2018.

Supplementary provision

These Regulations shall come into effect on August 1, 2019.

Supplementary provision

These Regulations shall come into effect on December 1, 2009.

Supplementary provision

These Regulations shall come into effect on April 1, 2021.