

Declaration of Promotion of Gender Equality at Kanazawa University

Kanazawa University is based on the principle, as laid out in the university's charter, of being "a research university dedicated to education, while opening up its doors to both local and global society." The university aims to evolve to continue contributing to both local and global society, through the accomplishment of world-class research results in a number of fields, providing strength to global human resource development.

In order to make this a goal in the university's education and research, we must make Kanazawa University an environment where it is strongly recognized that it is indispensable to have a variety of individuals all playing roles, regardless of their gender, nationality, race, age, etc. As the university's charter firmly resolves, "The University, while paying respect to human rights, will provide its members with a secure environment suitable for devotion to their duties."

Within Japan, the Basic Law for a Gender-Equal Society was enacted in 1999, and its third article (respect for human rights for men and women) makes a request to society as a whole that the dignity of individual men and women be respected, that discriminatory actions not be allowed on basis of gender, and that opportunities for men and women to demonstrate their abilities be protected.

We hereby declare our support of the movement toward this type of society, and we at Kanazawa University strive to enable all members of our community to demonstrate their individuality and abilities, and, through fundamental policies such as the following, work to improve the university through gender equality.

Fundamental Policies

1. Maintain an educational, research, and work environment that respects work-life balance.
2. Build a university system that, irrespective of gender, employs exceptional faculty, works to train them, and enables all members of the community to demonstrate their abilities.
3. Put into practice education that employs numerous points of view, in order to train people who can contribute to both local and international society for the next generation.
4. In addition to working with national and local public bodies and businesses, we shall promote cooperative gender equality in both local and international society.

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Koetsu Yamazaki, President of Kanazawa University