

High Energy Accelerator Research Organization (KEK)

Basic Philosophy and Basic Policy on Gender Equality

Basic Philosophy

The High Energy Accelerator Research Organization (KEK) respects human potential and diversity. To create an environment which enables all of our staff, visiting researchers, and other related personnel to fully demonstrate their abilities regardless of gender, we will actively contribute to the formation of a gender-equal society under the following philosophy.

1. Respect for the human rights of all genders and establishment of individual dignity
2. Ensuring opportunities for individuals to demonstrate their individuality and abilities regardless of gender
3. Equal participation of all genders in the planning and drafting of policies
4. Realization of a gender-equal society

Basic policy

Based on our basic philosophy, we will act in accordance with the following basic policies.

1. Establishment of research, education and employment with perspective of gender equality
2. Support for balancing work and family life
3. Implementing proactive measures to increase the number of female faculty and staff members
4. Promotion of the participation of female faculty and staff members in decision-making in the operation of the institution
5. Promotion of educational activities on gender equality for faculty and staff members as well as affiliated people
6. Promotion of gender equality through collaboration with local and international communities