

Saitama University Diversity Statement

At Saitama University, a diverse array of students and faculty gather on one campus to conduct a diverse array of education and research.

With our vision of "Saitama University All in One Campus at Metropolitan Area Saitama – Embodiment of Diversity and Integration," we have produced many talented people as a fountainhead of knowledge.

In FY2010, we announced the "Saitama University Gender Equality Declaration" and have been implementing systemic reforms, infrastructure improvements, and awareness-raising activities to enable students to succeed to the best of their ability regardless of gender. However, due to the further globalization of society and increased awareness of human rights, equality in a wide range of areas, not only in terms of gender, is necessary, and broad, proactive measures are needed more than ever before.

By proactively creating an environment that is sensitive to discrimination and harassment based on age, nationality, social status, race, ethnicity, culture, religion, language, disability, gender, gender identity, sexual orientation, and other factors, Saitama University, as a university encompassing a diverse array of academic disciplines and home to a diverse array of students and faculty, can further harness the individuality of its members to achieve higher quality education, research, and social contribution with confidence and pride.

Therefore, we hereby declare that we will strive to realize an environment of diversity with the following initiatives by bringing together the knowledge and experience of all members of the university based on the principles of diversity (respect for the human rights of diverse people) and inclusion (ensuring that everyone has the opportunity to learn, work, and play an active role with peace of mind) as the cornerstones of all university initiatives.

Based on the principles above, Saitama University will:

1. Strive to raise awareness through training and other means so that all students, faculty, and staff share the understanding that education, research, and employment comprise diverse disciplines and diverse students, faculty, and staff, and so that we can realize our mission.
2. Adopt positive actions and other measures to ensure that a diverse array of talent can be allocated to education, research, and employment.
3. Gather opinions on systems, practices, facilities, etc. in places of education, research, and employment and review them with eye toward respecting diversity.
4. Resist all forms of discrimination in order to create an environment that respects diversity in education, research, and employment.