

June 21, 2024

KEK Basic Policy on DE&I

High Energy Accelerator Research Organization (KEK) promotes cutting-edge research as an Inter-University Research Institute Corporation open to Domestic and International collaborators. In continuously developing our research activities, we believe it is crucial to respect the rights, potential, and diversity of all people who work, study, and conduct research at KEK, and to create an environment in which people with diverse attributes and characteristics* can maximize their abilities in accordance with their individual goals and objectives. We also believe that a better society can be realized when diverse people are involved in and understand science. Therefore, we contribute to the realization of a society where diversity, fairness, and inclusiveness are respected.

Guiding Principles

- We will endeavor to improve research, education, and working environments from the perspective of diversity, equity, and inclusion. We will prevent discrimination and harassment based on any attribute or characteristic*, including gender and nationality, and we will tackle issues we face on gender equality, fostering the next generation, and internationalization.
- We will raise awareness of the importance of diversity, equity, and inclusion to all those involved with KEK.
- We will strive to create an environment in which diverse opinions are reflected in the decision-making and management of KEK, and in which individuals can maximize their abilities.
- In order to return the value of science and technology to society at large, KEK will engage in partnerships, cooperation, and educational activities with domestic and international communities, with respect for diversity, fairness, and inclusiveness.

*Personal characteristics, such as gender, nationality, race, ethnicity, religion, sexual orientation, gender identity, age, marital status, disability status, beliefs, life events, and lifestyle