

The University of Tokyo Code for Maintenance of Ethics

by Academic and Administrative Staff

Established January 8, 2026, through decision by the Board of Directors

As an institution serving the global public as defined in the University of Tokyo Charter, the University of Tokyo considers as its mission, to respond to the faith entrusted in it by the Japanese people and society and contribute through education and research to the advancement of science and technology, and the critical evaluation of traditional culture and creation of new culture, among other endeavors. Faculty and staff shall take great pride as members of Japan's foremost academic institution, while remaining fully aware of the responsibilities that accompany their role. They must act with a strong sense of morality and high ethical standards through conduct fostering mutual trust among colleagues, serving as a model for students being molded to lead the next generation, and earning broad understanding and confidence from society.

Given this mission and responsibility, the University hereby establishes the University of Tokyo Code for Maintenance of Ethics by Academic and Administrative Staff, which all faculty and staff shall follow.

(Principles of Ethical Conduct)

1. The University of Tokyo, as a distinguished academic institution, is committed to critically evaluate and create knowledge, passing it on to future generations, and contributing to solving issues not only within Japanese society but also globally. In addition to this, the University's mission is to nurture outstanding talent who will shape the future, through education that fosters intellectual and moral independence of its students. To fulfill this mission, faculty and staff are guaranteed freedom to pursue education and research under the principles of academic freedom and university autonomy. However, they must not forget that this freedom is founded upon the trust society has placed in them to exercise it with a strong sense of mission and high ethical standards.

Furthermore, faculty and staff of national university corporations, including this University, hold positions that carry a high degree of public interest and responsibility. Accordingly, their standing is regarded as the same as officials engaged in public service, in the way that criminal penalties and other legal provisions are applied to them.

Given the University's mission and the public nature of duties akin to public service, faculty and staff are expected to adhere to an exceptionally high sense of mission and high ethical standards. It is incumbent upon faculty and staff to be fully aware of this, comply with laws and University

regulations, and carry out all activities related to education, research, and other duties as University employees by upholding ethical standards, with a strong sense of pride and responsibility. Even in private capacities outside University duties, they must strictly refrain from conduct that infringes on public order or morality.

(Compliance with the University of Tokyo Regulations on Ethics for Academic and Administrative Staff)

2. National university corporations, due to the intrinsically highly public nature of their employees' work duties, are required to implement measures necessary to maintain ethical standards in accordance with policies similar to those under the National Public Service Ethics Act. The University has established the University of Tokyo Regulations on Ethics for Academic and Administrative Staff, the University of Tokyo Hospital Regulations on Ethics for Academic and Administrative Staff, and the Institute of Medical Science, the University of Tokyo Regulations on Ethics for Academic and Administrative Staff (hereinafter collectively referred to as "Ethics Regulations"), which stipulate standards of ethical conduct, prohibited acts involving interested parties, and reporting requirements. Faculty and staff must thoroughly understand these regulations and perform their duties without violating them.

In particular, they must correctly identify those deemed as interested parties and strictly refrain from receiving any prohibited entertainment, gifts, or services from such parties. They must also recognize that even from persons other than interested parties, recurring offers of entertainment or acceptance of expensive gifts, and other conduct that exceed levels deemed appropriate under socially accepted conventions constitute a prohibited act.

(Ensuring Appropriate Conduct as University Faculty and Staff)

3. While compliance with the Ethics Regulations to avoid suspicion or mistrust regarding impartiality in duties is a basic premise, faculty and staff must also remain aware of the University's mission to contribute to society through education and research, especially in its role of educating outstanding talent who will shape the future, and act in a manner befitting this mission.

Regardless of whether actions violate the Ethics Regulations, any conduct that undermines public trust in the University or its educational and research activities must be strictly avoided.

In particular, those in supervisory positions must manage and oversee faculty and staff under their purview with heightened ethical awareness to prevent such conduct. They must also strive to create a workplace environment where employees can easily consult or raise concerns when potentially problematic behavior occurs.

(Impact of Violations and Misconduct)

4. If faculty or staff violate the Ethics Regulations, or if their conduct is deemed to fall under grounds for disciplinary action as stipulated in the University of Tokyo Rules on Conditions of

Employment of Academic and Administrative Staff, such as “Causing material damage to the University’s honor or reputation” or “Disrupting order or morality at the University by bad behavior,” they may be subject to disciplinary action, including disciplinary dismissal in particularly egregious cases.

Faculty and staff must fully understand that violating laws or service regulations significantly erodes public trust in the University, undermines the foundation of its educational and research activities, and may have profound long-term repercussions and consequences.