

# Code of Conduct for Officers and Staff of Nagano University, Public University Corporation

As a public university corporation founded by Ueda City, Nagano University must maintain a high level of public interest and fulfill its social responsibility with transparency. Therefore, it is essential that each officer and staff member upholds strong values and ethics while conducting education, research, and community contribution activities with integrity and fairness.

Under the Nagano University Vision, we establish this Code of Conduct for Officers and Staff of Nagano University, Public University Corporation, and commit ourselves to ongoing practical implementation.

## 1. Respect for Human Rights

We respect the dignity and human rights of every individual, respond firmly to violations, and strive to create a healthy and vibrant environment.

## 2. Compliance with Laws and Regulations

We comply with all relevant laws, regulations, and internal university rules, ensuring sound and appropriate operations, while striving to maintain the trust of society.

## 3. Awareness of Our Social Mission in Education, Research, and Community Contribution

We are fully aware of the university's social mission and contribute to the development and stability of society through education, research, and community contribution activities.

## 4. Proactive Disclosure of Information and Respect for Intellectual Property Rights

We actively disclose accurate information while paying close attention to the protection of personal information, confidentiality of sensitive business matters, and respect for intellectual property rights.

## 5. Environmental Responsibility

We cultivate a sense of environmental responsibility and always strive to promote activities that protect the environment and conserve resources.

## 6. Ensuring Safety and Health, and Responding to Unforeseen Events

We raise awareness of safety and health issues, make continuous efforts to ensure these are established, and respond quickly and appropriately to unforeseen circumstances.

## 7. Proper Management of University Assets

We manage university assets and external funds appropriately and efficiently, ensuring they are used solely for legitimate business purposes.

### Supplementary Provisions

1. This code shall be implemented from April 1, 2019.
2. Amendments or revisions to this code shall be made by the university president, following discussions by the Board of Directors of Nagano University, Public University Corporation.