The various measures in place to promote gender equality at OIST are designed to minimize barriers as well as to create a family-friendly workplace:

**Child Development Center**
- provides quality nursery care, bi-lingual early childhood education, afterschool and holiday programs.

**Changing tables and Parents’ room**
- available throughout campus for parents of infants.

**Professional travel support**
- under special circumstances, for child-rearing employees who must travel to present their work at professional meetings, OIST will provide partial support for travel for the child or at-home child care.

**Stop-the-clock Policy**
- tenure track faculty may request an extension of their contract and postponement of their tenure evaluation to accommodate parental responsibilities relating to the birth, adoption of a child or rearing of a baby.

**Dual-career couple**
- considerations are given to accommodate dual-career couples whenever possible.

**Recruitment, selection, and career advancement policies**
- incorporate procedures designed to proactively promote gender equality at all levels.
Diversity, in its broadest sense, is an essential element of a world-class university. Gender equality is a major focus of OIST’s effort to create a diverse, vibrant community. We strive to establish an institutional environment where all members can realize their full potential, while maintaining an appropriate work-life balance.

**Campus**
- is built in harmony with nature, providing plenty of open space for relaxation and quiet places for reflection.

**Facilities**
- include state-of-the-art laboratories with the latest instrumentation, modern library services, a 500-seat auditorium, and housing complexes for faculty, senior administrators, researchers and students.

**Stimulating and intellectually diverse environment**
- promoted through large and small international scientific conferences/workshops, numerous individual invited speakers, the visiting scientists program, and a sabbatical leave for tenured faculty after every three years of service.

**Language support**
- English language classes, Japanese language classes, English presentation skill training, and technical editing support to assist with publications.

**Wellbeing of employees, students, and their families**
- promoted through Ganjyu, the wellbeing center with trained psychologists, the Medical Center with a full-time physician, and the Resource Center with information about life on campus and in Okinawa.

**Cultural activities on campus**
- including concerts, performances, art exhibitions, lectures and clubs.

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