

# Compliance with Japanese Law

## Important Things to Know / Severe Restrictions under Japanese Law



# 1. Japanese Law

- Drug Restrictions
- Drunk Driving
- Phone Use While Driving
- Carrying Weapons



# Restricted Drugs in Japan

---

- Please be aware that some legal drugs in some countries may be **ILLEGAL** under Japanese Law (e.g. Cannabis, Prescribed Drugs).
- Once accused, it will lead to detention and indictment (subject to trial) even if it is for the first time.

General Counsel Office

# Drug Restrictions in Japan (Excerpt)

Drugs	Behavior	Penalty	
<b>Cannabis:</b>	Possession, Transfer or Receipt without license	Non-Commercial	Up to 5 years in Prison
		Commercial	Up to 7 years in Prison + Fine up to JPY 2,000,000
	Cultivation, Export/Import without license	Non-Commercial	Up to 7 years in Prison
		Commercial	Up to 10 years in Prison + Fine up to JPY 3,000,000
<b>Stimulants</b> <small>(Amphetamine, Methamphetamine, etc.)</small>	Use, Possession, Transfer or Receipt	Non-Commercial	Up to 10 years in Prison
		Commercial	Up to 20 years in Prison + Fine up to JPY 5,000,000
	Import, Export or Production	Non-Commercial	1 or more years (up to 20 years) in Prison
		Commercial	3 or more years (up to 20 years) and up to lifetime in Prison + Fine up to JPY 10,000,000

Narcotic (Heroin, Cocaine, LSD, MDMA, Magic Mushroom etc.) and other Illicit Drugs...

General Counsel Office

# One night rest is not enough!

## Do you know about hangover?

Rough standards for **1 Unit** of Alcohol in each beverage.

**1 Unit** of Beer = 500ml at 5% alcohol content

**1 Unit** of Japanese rice wine = 180ml at 15% alcohol content

**1 Unit** of Whisky = 60ml ( 2 shots ) at 43% alcohol content

**1 Unit** of Wine = 200ml ( 2 small glasses ) at 12% alcohol content

**1 Unit** of Chu-hi = 350ml at 7% alcohol content

**1 Unit** of Awamori = 100ml at 25% alcohol content



Chu-hi=350ml

**1 Unit**



Awamori=100ml

**1 Unit**



Beer=500ml

**1 Unit**



It takes about 4 hours  
to break down **1 Unit** of Alcohol.

If you drink 3 Units of alcohol

8 hours sleep break down **only 2 Units** of alcohol



**8 hours sleep**  
Alcohol breaks  
down little by little.

**Driving while intoxicated**

• Revocation of license ( 3years disqualification )

**Driving under the influence of alcohol**

• 90 days suspension

• Revocation of license ( 2years disqualification )



In consideration of your next day work,  
drink the appropriate amount capable  
for the alcohol to break down during  
your sleep hours.



Which means that alcohol still  
remains in your system  
in the morning

# Driving Under the Influence

**DO NOT DRINK AND DRIVE !**  
**A bicycle is regarded as a car!**

Driver's Alcohol Level	Party		Penalty (License)	Penalty (Criminal)
<b>Driving Under Influence (DUI)</b> 0.15mg or more / 1 Lt breath	Driver	0.15mg or more and Less than 0.25mg	Driver's License suspension for 90 days	Up to 3 years in Prison or Fine up to JPY 500,000  Up to 2 years in Prison or Fine up to JPY 300,000
		0.25mg or more	Driving Privilege Revoked	
	Provider of the Car	(Driver) 0.15mg or more and Less than 0.25mg		
		(Driver) 0.25mg or more		
	Provider of Alcohol/ Passenger	(Driver) 0.15mg or more and Less than 0.25mg		
		(Driver) 0.25mg or more		
<b>Driving While Intoxicated (DWI)</b>	Driver	Driving While Intoxicated (DWI)	Driving Privilege Revoked	Up to 5 years in Prison or Fine up to JPY 1,000,000
	Provider of the Car	(Driver) Driving While Intoxicated (DWI)		Up to 3 years in Prison or Fine up to JPY 500,000
	Provider of Alcohol/ Passenger	(Driver) Driving While Intoxicated (DWI)		

➤ When an accident resulting a death or injury of person is caused by driving under influence of alcohol, drugs etc.

Death: Up to 20 years in Prison

Injury: Up to 15 years in Prison

General Counsel Office

# Phone Use While Driving (Effective as of December 1, 2019)

## Phone use while driving (holding/using a cell phone)

- Fines in the amount of or less than JPY 50,000 ⇒ **Prison time of or less than 6 months, or Fines in the amount of or less than JPY 100,000** – Higher penalty
- License Penalty Points 1point ⇒ **3 points**
- Traffic Fines **tripled** (for standard sized cars, from JPY 6,000 to JPY 18,000)



## Traffic accidents while using/holding a cell phone

- Prison time of or less than three months or Fine in the amount of or less than JPY 50,000 ⇒ **Prison time of or less than one year or Fines in the amount of or less than JPY 300,000** – Higher penalty
- License Penalty Points 2 points ⇒ **6 points** – **Immediate suspension**



General Counsel Office



# Revised Road Traffic Law

## Key Changes to Cyclists Regulations

### Prohibition on Cellphone Use:

- Fines for using phones while cycling (calls, texting, or simply looking at the screen)
- Increased penalties for distracted cycling

### Penalties for Violations:

- **Fines:**
  - Up to ¥100,000 for cellphone use while cycling
  - Up to ¥300,000 for causing accidents
- **Imprisonment:**
  - Up to six months for cellphone use
  - Up to one year for causing accidents



Government Public Relations Online: (<https://www.gov-online.go.jp/article/202410/entry-6604.html>)



# Carrying Weapons

## Knives

Carrying Knives without any **justifiable grounds** is subject to penalty.

⇒ **Justifiable Grounds ?** When it is considered to be appropriate to carry knives.

- i.e) You've purchased a knife, wrapped, and are on your way back home. ✓  
You are a mountain climber and carrying a knife while climbing/camping. ✓  
(The knife should not be ready to be used while carrying. The knife needs to be in a case while you are carrying it.)



⇒ **NOT justifiable ?**

- i.e) You carry a knife in case you need self-defense, etc. ✗  
You walk around /carry a knife without any purpose, cause it's cool. ✗

Blade Length	Penalty
6 cm or more	Up to 2 years in Prison or Fine up to JPY 300,000
Less than 6 cm	May be subject to under custody or petty fine Minor Offences Act

## Guns

Possessing/carrying most kind of guns without a proper authorization is prohibited.



General Counsel Office



If you become a victim, witness, etc. to a crime...

If you received a call from police or the courts...

If you are summoned as a witness from the courts...

If investigating institutions contact you via phone/email...

**If OIST or OIST-related personnel are involved, please promptly report the matter to your supervisor, the Graduate School, or Secretary General who will also promptly share the information with the General Counsel.**

- General Counsel's Office: [keiko.gosin@oist.jp](mailto:keiko.gosin@oist.jp)
- AVP Masuko: [noriyoshi.masuko@oist.jp](mailto:noriyoshi.masuko@oist.jp)

OIST External Legal Advisor

# Legal Consultations and Hotlines

## Ombuds Office

### Dr. Jeff Wickens

[jeff@oist-ombuds.jp](mailto:jeff@oist-ombuds.jp)

### Ms. Zohar Granot Mayer

[zohar.granotmayer@oist.jp](mailto:zohar.granotmayer@oist.jp)

## Respectful Workplace and Anti-Harassment (RWAH) Hotline

### Vicki Beyer, Esq.

098-966-1538

[oistmediators@yahoo.co.jp](mailto:oistmediators@yahoo.co.jp)

## Misconduct Report Hotline

### Yuki Nakamura, Esq.

050-5236-8385

[oisthotline@outlook.jp](mailto:oisthotline@outlook.jp)

## Private Matters

OIST External Legal Advisor

### Mr. Keisuke Ishii

Personal issues: marriage, divorce, child custody, private lease, purchase agreement, automobile accident, etc.

## General Counsel Office

### OIST Business Legal Issues

#### Tamura General Counsel

- OIST Policy/Affairs
  - Conflict /Disputes issues
  - Risk Management
- Contracts and Other Legal Consultation

#### Gosin Paralegal/Executive Assistant [keiko.gosin@oist.jp](mailto:keiko.gosin@oist.jp)

- MTA
- Consultation, Kessai, and other administrative matters

General Counsel Office



# OIST Polices, Rules, and Procedures

[OIST University Rules](#)

[OIST Policies, Rules and Procedures \(PRPs\)](#)

[Chapter 5 Graduate School](#)

[Graduate School Policies](#)

OIST Guidelines (student travel, student emergency loan)



# OIST Polices, Rules, and Procedures

University Rules can be found on the OIST Website Information Disclosure page.

OIST Policies, Rules and Procedures can be found on TIDA

Graduate School Policies can be found on GS Database



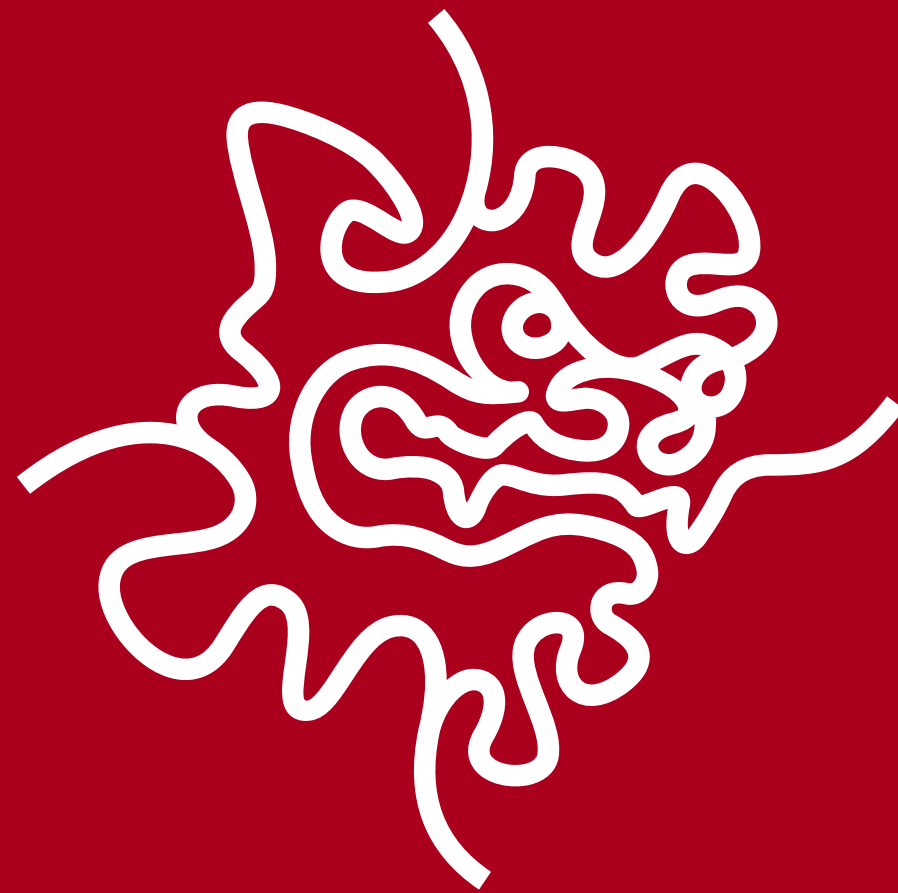
# Mandatory Training

- GCO: Japanese Law (FY2024)
- OHS: Basics of Health and Safety (FY2024)
- FAO: Responsible Conduct of Research
- HR: Sexual Harassment Prevention Training (FY2024)

# GS Database

The screenshot shows the GS Database web application interface. At the top left is the OIST logo (Okinawa Institute of Science and Technology) with its name in English and Japanese. A blue navigation bar contains the following menu items: Home, Service Catalog, Search, Master Data, Knowledge Base, and Logs. Below the navigation bar is a large banner image of a person in a classroom setting. The banner features the text "GS Database" and "Open your academic record, check the status of your ticket, approvals, and complete tasks." Below the banner are four white rounded rectangular buttons, each with an icon and text:

- My Academic Record**  
Student Academic Information
- My Tickets**  
Submitted Tickets
- My Approvals**  
Approve or Reject Tickets
- My Tasks**  
Open and Closed Tasks



**Thank you!**