

Regulations Pertaining to Procedures for Appeals for Investigation by National University Corporation the University of Osaka Staff

Note: The document below is an English translation of the University Work Regulations, originally composed in Japanese. The English version of the Work Regulations has been provided merely as a reference for international researchers and employees. Therefore, it should not be considered an official employment contract. Please note that any and all official employment contracts are concluded solely on the basis of the Japanese version of the Work Regulations.

(Purpose)

Article 1: The purpose of these regulations shall be to define procedures for the lodging appeals for investigation against dismissal, punitive measures or other disadvantageous measures by employees working at National University Corporation the University of Osaka who are not eligible for application of Special Personnel Regulations Pertaining to Academic Staff of National University Corporation the University of Osaka, or of Special Personnel Regulations Pertaining to Limited Term Academic Staff of National University Corporation the University of Osaka (hereinafter referred to as "Employee(s)").

(Definitions)

Article 2: The term "disadvantageous measures" used within these regulations shall refer to the following:

- (1) Dismissal (excluding dismissal during probation periods and punitive dismissal)
- (2) Termination of employment (non-renewal of work contracts for Employees who have fixed-term work contract)
- (3) Demotion
- (4) Downgrading
- (5) Reduction of pay
- (6) Punitive Measures (including punitive dismissal)

(Appeals for Investigation)

Article 3: Employees subject to disadvantageous measures shall be entitled to lodge an appeal for investigation against said measures.

2. Appeals for investigation lodged in accordance with the foregoing item should be submitted in writing to the Director of The Personnel Division, Department of General Affairs, who shall promptly report the relevant details to The Trustee in charge of personnel and labor (hereinafter referred to as "The Trustee in Charge of Personnel and Labor").

(Appeals Investigation Committee)

Article 4: The Trustee in Charge of Personnel and Labor in receipt of the appeals for investigation as detailed in Item 2 of the foregoing article shall promptly convene an Appeals Investigation Committee (hereinafter referred to as "The Committee").

2. The Committee shall comprise the Employees stipulated hereunder.
 - (1) The Director of the Department of General Affairs
 - (2) A Director or Head of The Administrative Department appointed by The Trustee in Charge of Personnel and Labor
 - (3) Two other persons appointed by The Trustee in Charge of Personnel and Labor.
3. Members of The Committee shall appoint 1 committee chairperson by mutual election.
4. The Committee may, in the process of carrying out investigations, summon the Employee lodging said appeal and any relevant witnesses to hear pertinent opinions.
5. Upon completion of the investigation, The Committee shall promptly report its results to The Trustee in Charge of Personnel and Labor.

(Measures Based on Results of Investigation)

Article 5: The Trustee in Charge of Personnel and Labor shall promptly report the results of the investigation cited in the foregoing article to the Employee concerned and to his/her immediate manager.

Supplementary Provisions

These regulations shall be implemented from 14 April 2004 and applied from 1 April 2004.

Supplementary Provisions

The foregoing amendments shall be implemented from 31 October 2005.

Supplementary Provisions

The foregoing amendments shall be implemented from 1 April 2012.

Supplementary Provisions

The foregoing amendments shall be implemented from 18 May 2016 and applied from 1 April 2016.