

# Kyushu University

## Whistleblower Hotline

### Who Can Be a Whistleblower?

- All members of Kyushu University including temporary employees and part-time workers.
- Workers engaged in the duties of Kyushu University under a contract with the University.

*The above includes those who have retired within one year.*

### You will not face any unfair treatment for whistleblowing.

The law prohibits adverse actions such as dismissal, demotion, salary reduction, withholding of retirement benefits, reduction of executive compensation, and claims for damages as a result of whistleblowing.

### Confidentiality regarding whistleblowing will be maintained.

Staff involved in whistleblowing process are obligated to maintain the confidentiality of the content and personal information related to the whistleblowing.

### Reports of misconduct from subordinates may also be considered whistleblowing.

If you receive a report of misconduct from your subordinate, please contact our whistleblower hotline.

Please contact our [Whistleblower Hotline](#) if you suspect a legal violation.



- Falsifying documents
- Not conducting legally required inspections
- Illegally taking university property
- Submitting fictitious business trip requests

On-campus whistleblower hotline:  
Kyushu-U. Audit and Compliance Office  
744, Motoooka, Nishi-ku, Fukuoka, 819-0395  
tuho@jimu.kyushu-u.ac.jp  
TEL 092-802-6648  
FAX 092-802-2186

Off-campus whistleblower hotline:  
Attorney Kyumei Muto, Meinohama Houritsu  
Jimusyo  
3F, Ekimachi 1cho-me Bld., 4-8-2, Meinohama,  
Nishi-ku, Fukuoka, 819-0002  
mei-lf@kdt.biglobe.ne.jp  
TEL 092-894-1781 FAX 092-894-1782

# Whistleblowing

The internal reporting system is designed to detect and correct misconduct at an early stage, thereby protecting the institution and its employees. Proactively using this system can help promptly identify and rectify misconduct, thereby preventing damage to our university's reputation and protecting its faculty and staff. Reports that meet the requirements of the Whistleblower Protection Act are protected under the Act.

## Requirements Stipulated by the Whistleblower Protection Act

A worker (\*1) who is employed by and engaged in a business of a service provider reports the service provider's misconduct, which consists of criminal acts or other legal violations by the service provider (or its associated parties) (\*2), to designated reporting channels (\*3) without fraudulent intent (\*4).

- \*1: Workers include executives, faculty, staff, temporary employees, and part-time workers of our university and its business partners. Additionally, it includes those who have retired within one year.
- \*2: The reportable fact includes crimes and acts subject to fines that violate laws stipulated by the Whistleblower Protection Act.
- \*3: The reporting channels include 1) the University's on- and off-campus whistleblower hotlines, 2) administrative agencies such as Ministry of Education, Culture, Sports, Science and Technology, and Sports, and 3) other organizations such as mass media, consumer groups, and labor unions.
- \*4: Reports made with the intent to gain improper benefits or to cause harm to others do not qualify as whistleblowing.

## Protection Provided by the Whistleblower Protection Act

Whistleblowers are protected from any adverse treatment by their employer as a result of their whistleblowing.

### (1) Invalidity of Dismissal

Any dismissal of a whistleblower due to their whistleblowing is considered invalid.

### (2) Prohibition of Disadvantageous Treatment Other Than Dismissal

Employers are prohibited from subjecting whistleblowers to give disadvantageous treatment, such as demotion, pay cut, withholding of retirement benefits, or reduction of executive compensation, due to their whistleblowing.

### (3) Limitation on Claims for Damages

Employers cannot claim damages against whistleblowers due to their whistleblowing.

