

# Terms of Use

## 1. Using the content on this website

Information made available on this website (hereinafter referred to as “Content”) may be freely used, copied, publicly transmitted, translated or otherwise modified on condition that the user complies with provisions 1) to 6) below. Commercial use of Content is also permitted.

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Use of the Content constitutes agreement by the user with the terms of use for using the Content described herein (hereinafter referred to as “Terms of Use”).

### 1) Source citation

- a. The user must cite the source when using the Content. Sources should be cited in the following manner:

(Examples of source citation)

Source: National Personnel Authority website (URL of the relevant page)

Source: XX Survey (National Personnel Authority) (URL of the relevant page) (accessed on year/month/day)

- b. If you have edited the Content for use, you must include a statement expressing that the content has been edited, in addition to the abovementioned source citation, but you may not make public or use edited information in any format that may cause the edited information to be misconstrued as having been created by the Government of Japan (or its ministries and/or agencies).

(Example of citation when using edited content)

Created by editing the XX Survey (National Personnel Authority) (URL of the relevant page)

Created by Company YY based on XX Survey (National Personnel Authority) (URL of the relevant page)

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- a. In some cases, a third party (meaning to a party other than the state; hereinafter referred to as a “Third Party”) may hold copyrights or other rights to part of the Content. For Content where a Third Party holds copyrights or other rights (e.g. portrait rights to a photograph, publicity rights, etc.), it is the responsibility of the user to obtain consent for use from the Third Party unless there is explicit indication that the rights have already been cleared.
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- c. Even if a Third Party holds copyrights to the Content, some use of the Content, such as quoting,

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The Terms of Use do not apply to symbols, logos, or character designs which represent an organization or specific business in the Content.

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- a. The Terms of Use are governed by and construed in accordance with the laws of Japan.
- b. In case of disputes relating to the use of the Content based on the Terms of Use, or to the Terms of Use, the user agrees that the exclusive court of first instance shall be the district court with jurisdiction in the place where the organization that has published the disputed Content or Terms of Use is located.

5) Disclaimer

- a. The state bears absolutely no responsibility for any action taken by a user involving the use of the Content (including use of information based on edited Content).
- b. The Content may be modified, moved or deleted without prior notice.

6) Other

- a. The Terms of Use do not limit the types of uses for which, under the Copyright Act of Japan, a license from the right holders is not required.
- b. The Terms of Use were established on January 27, 2016. The Terms of Use are based on the Government of Japan Standard Terms of Use (Version 2.0). The Terms of Use may be modified in the future. If you are already using Content under a previous version of the Government of Japan Standard Terms of Use, those terms and conditions will continue to apply.
- c. The Terms of Use are compatible with the Creative Commons Attribution License 4.0 (hereinafter referred to as the CC License). This means that Content based on the Terms of Use may be used under the CC License in lieu of the Terms of Use.

## 2. Links

- 1) As a rule, users are not required to ask permission to link to pages on this website. The abovementioned rule applies when the users provide a link to any page of this website, including the top page, unless otherwise indicated on this website.
- 2) Users are not required to notify us of the fact of linking to pages on this website.
- 3) Users must, indicate clearly on their web pages that the link(s) are to this website.