Confirmation Form Regarding the Prevention of Sexual Violence against Children Act

This confirmation form is intended to ensure that applicants for employment with Minato City understand the criminal record verification system established under the Prevention of Sexual Violence against Children Act, as well as other important matters relating to recruitment and employment.

Please carefully review the information below. After confirming that you understand its contents, please complete the confirmation items on this form.

1. Overview of the System and Criminal Record Verification

To prevent sexual violence against children in educational, childcare, and other settings and to ensure the safety of children, the Act on Measures to Prevent Child Sexual Violence, etc. by School Establishers, etc. and Private Education and Childcare Providers (the “Prevention of Sexual Violence against Children Act”) will come into effect on December 25, 2026.

Minato City will also conduct criminal background check, in accordance with applicable laws and regulations, for employees engaged in duties involving contact with children, in order to determine whether they are persons with specified sexual offense records. For the purpose of such check, the person concerned will be required by law to submit the necessary documents, including family register documents, to the national government. (The submission of documents is required only for applicants who receive a job offer.)

If the criminal background check confirms that a person has a specified sexual offense record, or if the required documents are not submitted and the verification cannot be completed by the statutory deadline, that person will not be permitted to engage in the relevant duties involving contact with children. Personal information obtained in connection with the verification will be managed appropriately in accordance with applicable laws and regulations.

2. Withdrawal of an Employment Offer and Measures After Employment

Minato City may withdraw an employment offer, review the scope of assigned duties, reassign the person concerned, or take other necessary measures if any of the following applies:

- False statements or material misrepresentations are found in submitted documents or declarations;
- The applicant fails to cooperate with procedures required for recruitment or the criminal background check;
- The applicant is found to be subject to a statutory ground for disqualification; or
- Any other material fact is discovered indicating that it would be inappropriate for the person concerned to engage in duties involving contact with children.

Furthermore, after employment, an employee who violates any applicable law, ordinance, regulation, or other rule governing official duties may be subject to disciplinary action or other necessary measures in accordance with the relevant laws and regulations.