

## Disciplinary action taken against staff

Under its rules of governance, the Okinawa Institute of Science and Technology (OIST) is required to publish the outcome of any employment process which results in disciplinary action.

OIST imposed a disciplinary demotion on one employee, effective December 26, 2025.

Confidentiality requirements mean that the details we share with the broader community are necessarily limited.

This disciplinary action was taken as the employee engaged in inappropriate conduct that constitutes grounds for disciplinary action under the Rules of Employment: “When an Employee damages OIST intentionally, or through gross negligence”, “When an Employee is involved in a defamatory act that damages the reputation, good name, or credibility of OIST, or other Employees”, and “When an Employee does not follow his/her supervisors’ instructions or orders without justifiable grounds”.

The university takes this matter seriously and is committed to preventing such incidents from occurring in the future.

Karin Markides  
President and CEO  
Okinawa Institute of Science and Technology