

## Service Discipline as Servant of Whole Community

As national public employees serve the public interest as servants of the whole community, their disciplinary obligations and restrictions are stipulated by law unlike those of private sector workers.

### Obligation of Service Discipline

- ✓ Taking an oath of service
- ✓ Obligation to comply with laws and orders of superiors
- ✓ Prohibition of strikes or other disputes
- ✓ Prohibition of acts causing discredit
- ✓ Obligation to preserve confidentiality
- ✓ Obligation to devote attention to one's duties
- ✓ Restriction on political activities
- ✓ Exclusion from private enterprises  
Restriction on participation in other undertakings or business

Violation of these rules can result in disciplinary action.  
Furthermore, criminal penalties may be imposed, for example, in the case of violation of the obligation to preserve confidentiality.

### Examples of Disciplinary Actions

Behavior corresponding to Disciplinary Action	Dismissal	Suspension from Duty	Reduction in Pay	Reprimand
Intentionally Divulging Secrets	●	●		
Power Harassment causing Significant Psychological or Physical Distress		●	●	●
Embezzling Public Money	●			
Fraud or Extortion	●	●		
Traffic Accident involving Human Injury due to Intoxicated Driving	●			
Hiding or Tolerating Malfeasance by a Subordinate		●	●	

