

Japan Association of Athletics Federations Integrity Code of Conduct — For a Better *RIKUJO* Community—

From “Athletics” as a competitive sport, to “*RIKUJO*” as a shared endeavor with more people and society.

This Code of Conduct clarifies the values valued by the Japan Association of Athletics Federations (JAAF) and the standards of behavior expected of all those involved in *RIKUJO* (athletes, coaches, officials, volunteers, parents/guardians, and others). We sincerely hope that all participants will act with integrity.

To Everyone Involved in *RIKUJO*

Our individual actions make *RIKUJO* shine brighter. Let’s keep the following principles in mind and put them into practice:

- Respect and Inclusion
 - Recognize differences, such as age, gender, gender identity, sexual orientation, race, or disability, as individuality and treat all people with dignity and respect.
 - Create a welcoming and open environment where everyone can participate in *RIKUJO*.
 - Avoid favoritism or exclusion and treat everyone fairly and equally.
- Eliminate Harassment and Discrimination
 - Acknowledge that discrimination based on race, color, sex, gender identity, sexual orientation, age, disability, religion, ethnicity, marital status, belief, or socioeconomic status is never acceptable and create an environment free from discrimination.
 - Work together to ensure an environment free from harassment, abuse, and exploitation.
- Pursue Clean Sport.
 - Never use prohibited substances or methods to enhance performance.
 - If you suspect the use of banned substances, promptly report to the appropriate authority such as the Japan Sport Council (JSC) Anti-Doping Hotline.
- Speak Up and Take Action
 - If signs of problems such as misconduct or injuries are observed, listen carefully and promptly report to coaches, parents/guardians, teams, clubs, or relevant organizations.
 - Absolutely refrain from unauthorized photography of athletes and posting photos/videos online or on social media for sexual purposes.
 - Never engage in abusive comments or slander on social media, which can cause serious psychological harm.
- Act as a Role Model
 - When responsible for minors in particular, act appropriately and be a positive role model.
 - Avoid smoking or drinking when supporting youth athletes and always act responsibly.
 - Take responsibility for your own actions and words, be punctual, stay prepared, and maintain appropriate attire and equipment.
 - Follow the instructions of coaches, officials, and volunteers, respecting their time, efforts, and expertise.

To Coaches, Officials, Managers, and Other Volunteers

You play an essential role in supporting both athletes' growth and the *RIKUJO* community. Please pay particular attention to the following points to provide the best possible environment for athletes and the *RIKUJO* community:

•Qualifications and Ethics

- Recognize the need for proper qualifications and ethical standards.
- Always provide coaching appropriate to athletes' ages, experience, and abilities.
- Ensure sufficient supervision during training and competitions according to the number and ages of participants.

•Maintain Healthy Relationships with Athletes

- Avoid overly personal relationships with athletes, which may negatively affect both individuals and teams.
- Absolutely refrain from frequent private contact or outings with underage athletes, which may lead to legal consequences.
- Avoid situations such as being alone with a minor, transporting them alone in a car, or inviting them to your home. Always communicate with parents/guardians, and never share a room when traveling.
- When physical contact is necessary in training, explain in advance, obtain consent, and if possible, involve a parent/guardian or another responsible adult.
- To avoid criminal risks, conduct supervision in pairs when in enclosed spaces.

•Support Safety and Growth

- Recognize that athletes' physical and mental safety is of utmost importance.
- Check that equipment is properly maintained and guide athletes to take responsibility for their own safety, especially when using dangerous equipment.
- Understand what athletes expect from their coaches and clarify what coaches expect from athletes.
- If an athlete coached by another instructor seeks advice, coordinate appropriately with that instructor.
- Foster mutual respect, trust, and positive relationships with all athletes.
- Avoid critical, condescending, or sarcastic remarks that could harm athletes' self-esteem.
- Exercise caution in social media communication; avoid private messaging and ensure a third-party system of oversight.

•Respect Among All Staff Supporting *RIKUJO*

- Coaches, officials, medical staff, trainers, and volunteers should respect one another, build trust-based relationships, and serve as models for a diverse and inclusive society.
- Do not overlook threats to safety and security and actively contribute to improving the environment.

To Athletes

Your daily efforts and passion are the driving force that moves *RIKUJO* forward. By keeping the following points in mind, let's ensure a safe and fulfilling athletic life.

- Maintain appropriate relationships with coaches and others involved in *RIKUJO*.
 - In your relationships with coaches and others involved in *RIKUJO*, please maintain an appropriate sense of distance.
 - Consult with or report to trusted persons (such as club officials or parents/guardians) if you experience concerns, injuries, or misconduct.
- Be mindful of safety and act responsibly
 - Handle dangerous equipment with care.
 - Inform coaches if you must leave training or competitions early.
- Value the spirit of competition.
 - Understand and follow competition rules, play fairly, and strive for continuous improvement.
 - Cherish values such as fairness, respect, and generosity, both on and off the field.

To Parents/Guardians and Accompanying Persons

Your role in supporting young athletes' participation in *RIKUJO* is very important. Please cooperate in the following:

- Prioritize the Health and Safety of Young Athletes
 - Share relevant health information with appropriate staff when necessary.
 - Whenever possible, observe practices and competitions and show active interest.
 - Provide positive encouragement and be aware of the influence of your own behavior on young athletes.
 - Always know where young athletes are and with whom, to avoid any risks.
- Build Trust with Coaches and Staff
 - Respect all staff supporting *RIKUJO* (coaches, officials, medical staff, trainers, volunteers) and build trusting relationships.
 - Maintain close communication with coaches and officials to avoid risks in enclosed spaces (such as cars or changing rooms).
 - As a general rule, do not permit minors to visit a coach's home without the presence of parents/guardians.

This Code of Conduct is a compass for everyone who loves *RIKUJO* and seeks to build a better future. We sincerely appreciate your understanding and cooperation.

Note: In this Code of Conduct, "exploitation" refers to acts or attempts to unjustly or unnecessarily take advantage of individuals in weaker positions, based on power dynamics or trust relationships.

Reference

Information on reporting illegal or harmful content on the internet is available on the JAAF website:

<https://www.jaaf.or.jp/ethic/ihaho.html>