

# Japan Association of Athletics Federations Human Rights Policy

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

The Japan Association of Athletics Federations (“JAAF”), based on the Human Rights Policy of World Athletics (“WA”), calls upon all those involved in *RIKUJO* to respect and protect human rights by adhering to the following:

- Value and respect the dignity of all athletes, coaches, and others involved in athletics.
- Engage in activities that grant sport its appropriate role and significance, and promote change toward a better society.
- Promote fairness, particularly gender equality and equality of opportunity, as well as respect for individual dignity and integrity in the governance of athletics and sport.
- Prevent and act proactively to eliminate human rights violations such as discrimination, violence, exploitation, and harassment.
- Strive to prevent human rights abuses committed by third parties indirectly involved in athletics.
- Encourage collaboration with member organizations, partner bodies, and regional athletics associations to prevent human rights violations.

Conflicts may arise between the rights of people involved in *RIKUJO* and the rights of others, between this policy and other policies, or between this policy and JAAF’s legitimate objective of ensuring fair competition. In such cases, JAAF will make every effort to find solutions that respect all parties.

This policy was approved by the JAAF Board of Directors on August 20, 2025, and will be reviewed periodically.

<References within the JAAF Statutes and Ethical Guidelines related to this policy >

- The JAAF Statutes state: “As the governing and representative body of athletics in Japan, this corporation aims to spread and promote sports culture through athletics, thereby contributing to the sound development of the physical and mental well-being of the people and fostering rich humanity.” (Article 3)
- The JAAF Guidelines on Ethics state: “Directors, coaches, athletes, and others, as those who love athletics, must maintain their own dignity and mutually respect each other’s character.” (Purpose and Principles of the Guidelines) “Directors, coaches, athletes, and others must not engage in baseless discrimination on the grounds of race, nationality, gender, or disability. They must embrace the spirit of equality and respect the dignity of others, thereby serving as a model for society.”

<On “Human Rights” as Used in this Policy>

“Human rights” in this policy refers not only to rights guaranteed by the Constitution of Japan and protected under Japanese domestic law, but also to rights recognized by:

- The Universal Declaration of Human Rights of the United Nations (UN), the Convention on the Rights of the Child of UNICEF, the UN Guiding Principles on Business and Human Rights, the UN Global Compact
- The ILO Declaration on Fundamental Principles and Rights at Work of the International Labor Organization

Note: In this policy, “exploitation” refers to acts or attempts to unjustly or unnecessarily use one’s position of power or trust over a weaker party.

References:

WA Human Rights Policy (Japanese version):

<https://www.jaaf.or.jp/pdf/diversity-equality-inclusion/charter-jp.pdf>

UN Universal Declaration of Human Rights:

<https://www.un.org/en/about-us/universal-declaration-of-human-rights>

UNICEF Convention on the Rights of the Child:

<https://www.unicef.org/child-rights-convention>

UN Guiding Principles on Business and Human Rights:

[https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinessshr\\_en.pdf](https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinessshr_en.pdf)

UN Global Compact:

<https://unglobalcompact.org/what-is-gc/mission/principles>

ILO Declaration on Fundamental Principles and Rights at Work:

<https://www.ilo.org/ilo-declaration-fundamental-principles-and-rights-work/about-declaration/text-declaration-and-its-follow>

WA Integrity Code of Conduct (Book D1.1):

<https://worldathletics.org/about-iaaf/documents/book-of-rules>

WA Strategic Plan:

<https://worldathletics.org/about-iaaf/documents/strategic-plans-and-reports>

WA Safeguarding Rules (Book D1.2):

<https://worldathletics.org/about-iaaf/documents/book-of-rules>