

Foreward

"Sports have the power to change society"

The Nippon Foundation Para Sports Support Center is working toward creating a Diversity & Inclusion society through para sports, with the slogan "SOCIAL CHANGE with SPORTS."

Sports touch the hearts of people and bring them happiness. They deepen the bonds between individuals by allowing them to sympathize with one another and at times, even create important movements in society. If asked why sports have the ability to move people and to create change in society, I would say that it is because at the heart of sports is the ideas of "sportsmanship" and "fair play".

Illegal gambling and violation of law, as well as doping and other serious issues can threaten the integrity of sports, may cause a dark shadow to fall over the development of sports culture in Japan. After TOKYO 2020, with interest in sports continuing to grow, a higher level of integrity is required.

In this booklet, I have tried to provide an easy-to-understand explanation about compliance issues that athletes and coaches are likely to encounter and what caution should be taken in regards to them in a manga form.

I hope that those who are responsible for the development of sports culture in Japan will take time to read through this booklet and use it as a reference.

January 2022 Nao Ozawa Chief Executive Officer The Nippon Foundation Para Sports Support Center

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case.01 Sexual Harassment

Sexual harassment means to annoy someone in a sexual way, however whether that annoyance falls under harassment or not depends on whether the receiving party felt uncomfortable or not. While it is true that what causes discomfort varies from person to person, that is not a good reason to come up with your own selfish belief of "Well, this level should be fine" as that can be quite dangerous.

Touching someone's body unreasonably or making reference to their breast size are acts that have a high likelihood of causing the receiving party discomfort.

When a coach, senior or anyone else in a position of power engages in such actions with an athlete in a lower position of power, that athlete is commonly unable to reject those actions directly to the offender's face. However, you would be greatly wrong to surmise that this means the person is giving you permission to engage in said actions. As a person with position, you are required to make sure you are not committing something that gives others discomfort.

The Japan Sports Council and other sports organizations have set up consultation services for athletes that have been the victims of sexual harassment, violence or abuse of authority. They strive towards the eradication of such issues as sexual harassment from the sports world.

With sexual harassment, in addition to the legal liabilities in the civil and criminal divisions, the offending party may also be faced with disciplinary action from the organization or league they belong to.

[Related Laws]

Compensation Civil Code Article 709 (Damages in Torts) Criminal Punishment Penal Code Article 174 (Public Indecency)

Article 176 (Forcible Indecency)

Article 177 (Rape)

Article 222 (Intimidation)

Article 223 (Compulsion)

Article 230 (Defamation)

Anti-stalking Legislation







case.02 Abuse of Authority / Violence

Hitting or kicking another person falls under the criminal definition of assault. This is true even when it occurs during sports training.

In addition, attacks on a person's character such as calling them "idiots", saying that "training money is being wasted" and other actions which could make a person lose their self-esteem fall under the definition of abuse of authority.

As clearly defined in the "Declaration on the Elimination of Violence in Sports" that was signed by five different sports organizations, including the Japanese Para-Sports Association, coaches need to recognize that "violence against athletes infringes on human rights" and that "coercion or forcing obedience by violence does not lead to better athletes or teams."

In a report released by Ministry of Education, Culture, Sports, Science and Technology on the discussion of improvements to be made in the quality of sports leaders, coaching that relied on violence was disavowed and the need for a method that encourages athletes to make their own subjective decisions was advocated for.

With violence and power harassment, in addition to the legal liabilities in the civil and criminal divisions, the offending party may also be faced with disciplinary action from the organization or league they belong to.



[Related Laws]

Compensation Civil Code Article 709 (Illegal Acts)

Criminal Punishment Penal Code Article 204 (Bodily Injury)
Article 208 (Assault)

Article 222 (Intimidation)

Article 223 (Compulsion)

Article 230 (Defamation)

Article 231 (Insults) etc.





case.03 Anti-Doping

According to Anti-Doping Code, athletes are assigned the strict responsibility of doing the following.

- 1 Taking responsibility themselves for anything ingested
- 2 Being selective about which physicians they see and conveying to those physicians that they must absolutely not be administered any prohibited substances
- 3 Taking responsibility for the actions taken by people they allow to handle their food or drink

This case would fall under ① and ③. The athlete should have confirmed that there were no prohibited substances in the drink they were about to ingest in order to be sure they weren't ingesting any prohibited substances.

In this case, the friend said he had mixed in "over-the-counter stomach meds." The athlete should have asked for the name of the medication and checked its contents on the Global DRO website (http://www.globaldro.com/JP/search) or gone to a sports pharmacist and confirmed with them the contents of the medication and whether or not they contained any prohibited substances.

As for ②, this would include cases where an athlete sees a physician for medical care but does not convey to that physician that they are an athlete who may be subject to doping inspections or cases the athlete does not confirm that there are no prohibited substances contained when a physician tries to give an injection as part of a treatment plan.

If doping does come into question like this, they will in general have their athletic license suspended for 2~4 years for even a first-time offense. If an athlete is unable to perform they may be laid off by the firm they are employed by, lose sponsorship deals, and even have damage claims filed against them.

[Related Laws]
World Anti Doping Agency Codes
Japan Anti Doping Agency Codes
Doping prevention codes set by respective sport federations
Stimulant Control Act
Narcotics and Psychotropics Control Act etc.









case.04 Fraudulent Expenses

The Japan Sports Council and other local government bodies may issue monetary training grants or subsidies to athletes. These grants and subsidies are paid out from taxes collected by local governments.

The improper billing represented in this case would not only be counted as improper use of grant money but would also fall under the category of criminal fraud, which has a punishment of up to 10 years in prison.

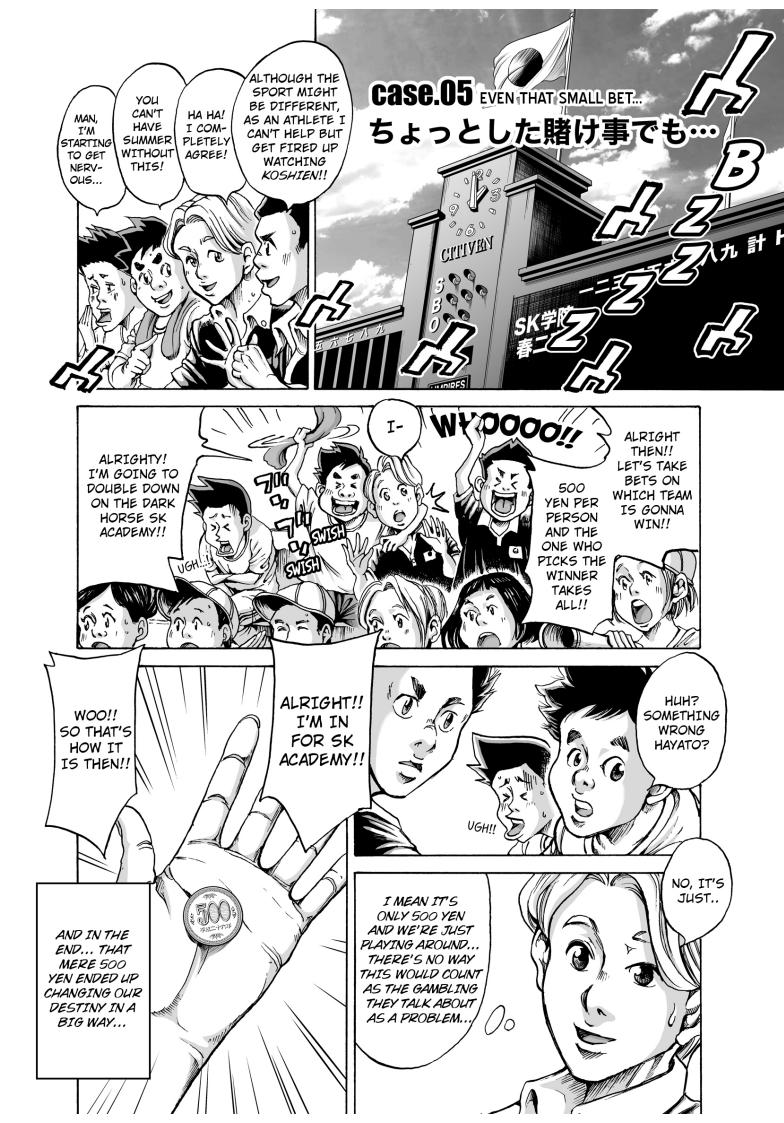
The subsidies are provided to support the training activities, but when an athlete submits a report claiming the engagement in training when he actually didn't, it will mean that the athlete tricked the government in order to receive the money.

Now, as you may imagine the improperly billed subsidy will be reclaimed as damages by the governing body. In addition to this, the offending party may also be faced with disciplinary action from the organization or league they belong to.

I want everyone to take to heart the fact that naively thinking "Well, it's not that much" may lead to serious punishment.

[Related Laws]
Compensation Civil Code Article 709 (Damages in Torts)
Criminal Punishment Penal Code Article 246 (Fraud)





case.05 Gambling

Gambling is a crime.

As seen in this case, any betting of money, be it for high school or professional baseball or other sports, for mahjong or even rock-paper-scissors type events where the outcome is unknown (such as in England where it is common to bet on what the royal babies will be named) is labeled as gambling. Horse and bicycle racing, which are publicly managed forms of gambling, do not incur punishment because they are permitted to operate by the government.

Of course, there are exceptions to this rule as the penal code does not apply to a person who "bets a thing which is provided for momentary entertainment." Now, what would fall under this "momentary entertainment" criteria would be things along the lines of low-cost snacks or being treated to lunch.

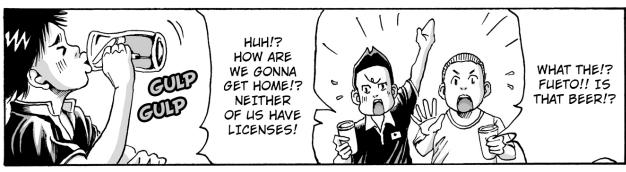
However, in the court of law, if even a small amount of money is involved in the bet then it meets the Habitual Gambling criteria and can be treated in a severe manner.

Of course, there is a very low chance that you will be immediately arrested by the police and have punishment imposed on you over a small bet, but the firm or organization you belong to may take disciplinary action due to violation of ethical regulations or other compliance related issues.

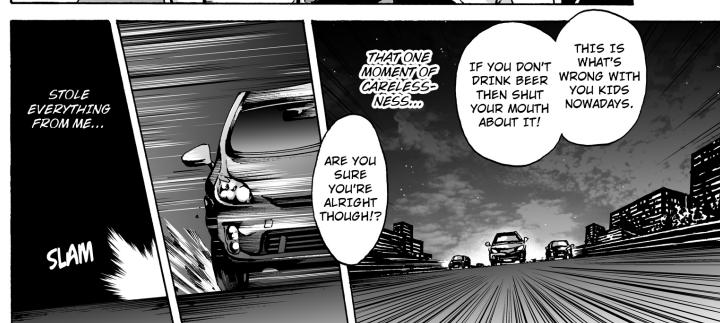
[Related Laws]
Criminal Punishment
Penal Code Article 185 (Gambling)
Article 186 (Habitual Gambling: Running a
Gambling Place for the Purpose of Gain)















case.06 Intoxicated Driving

It is commonly known to the member of society that one must not drink and drive, and I don't believe there is anyone who doesn't know this. And yet, serious accidents caused by drunk driving are never ending.

We must stop thinking of these serious accidents as somebody else's business and being easygoing with excuses such as "I've got high alcohol tolerance so I'll be fine" and "If I just rest for a few hours the alcohol will be out of my system."

We must put into practice the old saying of "If you drink, don't drive."

In addition to the criminal punishments you may face, you may also be subject to administrative punishments (revocation of license, etc.) and civil reliabilities (compensation for damages to the victim or victim's family) if you cause a traffic accident.

Should the victim have severe after effects from the injury or die, you may be faced with a request for compensation of damages of a high amount as in this case. In addition, you may be subject to disciplinary action by the firm or the organization you belong to.

[Related Laws]

Compensation Civil Code Article 709 (Damages in Torts)

Administrative Crime

Road Traffic Law Article 103 (Revocation and Suspension of Licenses)

Criminal Punishment

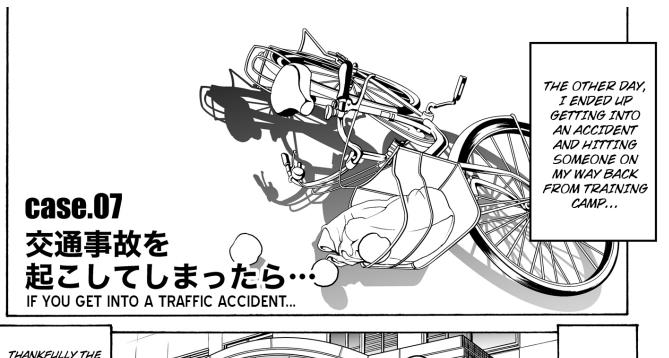
Road Traffic Law Article 117-2

(Driving Under the Influence of Alcohol) etc.

Punishment for Causing Injury or Death While Driving Article 2

Penal Code Article 211 (Causing Death or Injury through Negligence in the Pursuit of Social Activities)







case.07 Reporting a Traffic Accident

In this case, the way the athlete handles a traffic accident or other trouble that happened in his personal life is the issue.

The firm or organization an athlete belongs to does not have control over the athlete's private life, which is why it may seem that an accident that happens in private life has no connection to that firm or organization.

However, those who stand in the position where they have a spotlight cast on them in society, such as athletes who are receiving training subsidies from the government and those who represent Japan on a national level, are strongly tied to the firm or organization they belong to. Therefore if they do cause problems in their private lives, it may have a great influence on the reputation and trust from the society for the firm or the organization.

In fact, the issues of illegal gambling done by athletes representing Japan caused criticism towards the firms and organizations that they belong to.

Athletes receiving training subsidies from the government and those who represent Japan cannot know when a finger may be pointed at them because of some trouble they experience in their private lives.

Instead of determining for themselves that an issue is insignificant, athletes should think in a crisis management sense and contact their firm or organization as quickly as possible to discuss how the problem should be handled.













case.08 Underage Drinking or Forcing a Minor

I am sure you are well aware that underage drinking is prohibited by the law.

While there is no penalty for an athlete who drinks while underage, they may face criticism for engaging in an illegal activity.

Coaches who pressure underage athletes to drink may be charged for compulsion. On top of this, if they pressure an underage athlete to drink and that athlete develops acute alcohol poisoning, the coach may be charged for injury.

Those who urge on any of the above behaviors may be charged for incitement of injury.

Underage drinking like this may end up growing into a serious legal problem. I would also like to mention that pressuring others to drink in general or to chug alcohol is now seen as an issue of alcohol related harassment, whether the person pressured is a minor or not.

Athletes who represent Japan in particular should be constantly aware of the fact that they have a spotlight cast on them by the society and should always be cautious of the actions they engage in public.



[Related Laws]
Prohibition of Underage Drinking
Criminal Punishment
Penal Code Article 204 (Injury)
Article 206 (Incitement of Injury)
Article 223 (Compulsion)



case.09 Infringement of Copyright

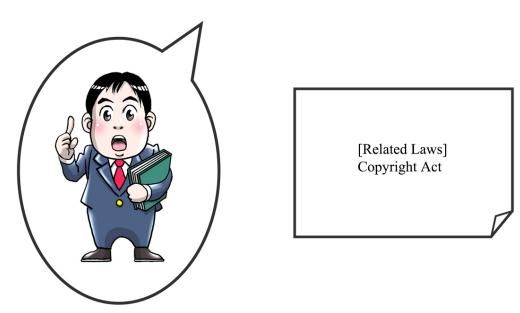
The problem in this case is the usage of a photo without permission.

When it comes to photographs, videos, books, artworks, or any other creative expressions (works), the rights to use that work, be it duplication or broadcasting online, are held exclusively and are protected by copyright. In general, this copyright holder is the creator of the work, the author.

In this case, while the subject of the photo may have been the athlete herself, the person who made the creative expression will be the photographer who pushed the shutter button after deciding the camera angle and the exposure. Therefore, the copyright to this photograph belongs to the photographer, instead of the athlete.

Here, the athlete found the photograph online, copied it, and then used it as her icon on social media. Unfortunately, the copyright of the photo belongs to the photographer and therefore the athlete is infringing on his copyright by using the photograph in this manner. It does not mean that once it is on the Internet, the photograph can be used freely.

If you commit copyright infringement, you may be warned and asked to delete the item in question, prohibited from using it in the future, have compensation for damages requested of you. You could even face criminal prosecution if the work was deemed to be used in a malicious way.







case.10

Inappropriate Dispatch of Information

Social media is a convenient tool for athletes when it comes to transmitting information. However if you post things carelessly your comments may begin overflowing with comments good and bad and there is a chance your post may be flaming. Once a post is flaming, you will have to spend needless time and effort to take care of it.

In a case like this, information (the photo) that would be no issue if shared among friends, becomes visible to a countless number of people when it is placed on the Internet via social media.

And once something is uploaded on the Internet it is nearly impossible to erase it, meaning that it will remain there forever and thus is able to be brought up and quoted at any time even when irrelevant.

It is not only jokes like the one in this case that have a high chance of flaming but also complaints, slander of another person, and commentary on politics or religion have a high chance of flaming.

People have freedom of expression and so what information an athlete puts out is up to them. However, athletes should be constantly aware that others pay attention to their actions and should do their best to use social media in moderation.





I'LL TAKE

ONE...



THAT'S

WHERE

IT ALL

BEGAN...

OF COURSE

A TOP ATH-

LETE LIKE

YOU WOULD

MAKE SUCH A PROMPT DE-CISION...





case.11

Involvement with Antisocial Forces

There are many opportunities for athletes and antisocial forces to form a connection. To begin with, members of antisocial forces are not going to approach an athlete and announce themselves as they are antisocial. As seen in this case, they are going to present themselves as an ordinary person, perhaps as a member of a political organization, a social activist, or a normal company.

And once that connection is made without knowing, the antisocial force will make some sort of request to the athlete. When that happens, the athlete may choose to take the easy way out at the time and think "Well, it's just once." Once someone has agreed once, they will find it more difficult to say no the next time. After that, the member will make more and more requests and the athlete will be dragged down into the mud. In order to avoid this happening, it is important to firmly say no the first time.

In addition to the case above, another easy way for athletes to find themselves involved with antisocial forces is through being treated to meals. This will happen again and again, and as they are treated to more and more meals they will begin to feel indebted to them, leaving them unable to say no to any future requests. The saying "there is no such thing as a free lunch," is exactly what is represented in this situation. Athletes should think thoroughly about why they are being invited out to meals by this person before taking action.

Another common opportunity for a connection with antisocial forces to form is when the athlete has trouble concerning women. (This could include falling into a honeytrap or needing some other form of help to get out of trouble.)

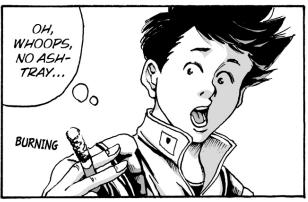
Once an athlete understands they have formed a connection with a member of such, they should in no circumstance try to solve the problem on their own but should consult with a lawyer or other specialist (but never with another faction of antisocial forces) to figure out the best way of dealing with the problem. By consulting an expert, be it concerning issues with insistent demands for meetings or phone calls, as well as visits by the member to the place of residence in order to harass, an athlete may be able to legally sever their connection with organized crime. This may be done through prohibiting the group from meeting or calling the athlete and through putting injunctions into place such as restricting contact with the athlete.



[Related Laws] Civil Provisional Remedies Act Organized Crime Exclusion Ordinances









case. 12 Breach of Etiquette

Athletes that represent Japan have a spotlight cast upon them and are expected to set a good example.

Although smoking while walking and throwing cigarette butts onto the ground have long been considered bad manners, in recent years, more and more local governments have established bylaws (laws decided upon by local governments) to prohibit smoking on the street. Bylaws prohibiting the disposal of cigarette butts onto the ground have also begun to be established by some local governments. Both non-penal and judicial fines are commonly imposed upon those who disobey these bylaws, especially in the case of smoking while walking.

Smoking while walking or disposing of cigarette butts on the ground are not merely bad manners, but have become against the societal rules people are meant to abide by. When it comes to athletes, committing these transgressions, would not only lead to being criticized socially but also judged that they broke the bylaw.

Due to illegal gambling and other scandals of athletes, the Japan Sports Agency, as well as national federation, have had demands made that they establish a Code of Conduct for their athletes. Due to this, the number of national federations with a Code of Conduct is increasing. Athletes who break any rules found in it may be subject to disciplinary measures by the national federation they belong to.



[Related Laws]
Public Smoking Prohibition Regulations

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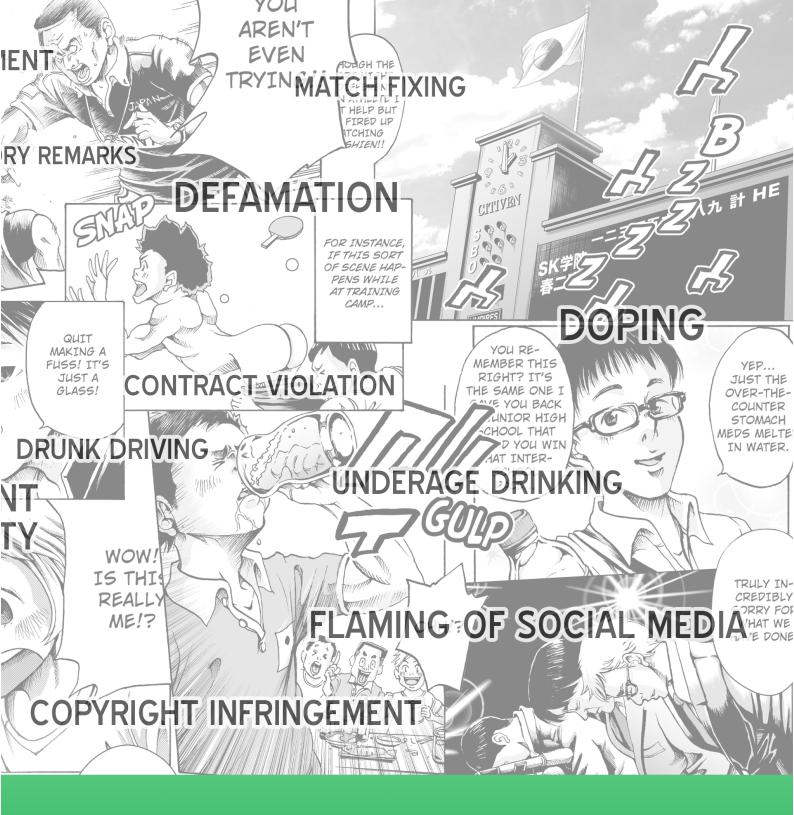
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