



S.C.P. Japan
Safeguarding Code of Conduct

INTRODUCTION

S.C.P. Japan (hereafter referred to as 'the organization') is committed to safeguarding the highest standards of ethical behavior amongst all staff and stakeholders in accordance with the organizations' stated vision and mission. In order to ensure that everyone involved with the organization can participate and take part in its activities in a safe and secure environment, the organizations' staff and stakeholders will conduct their organizational and business activities in accordance with this Code of Conduct.

VISION.

Creating a better future where everyone can be who they truly are.

MISSION and VALUES

- Explore the potential of sport to nurture the ability to live richly in one's own way.
- Promote a diverse society through sport.
- Develop practitioners who can utilize sport to create a diverse society.

CODE of CONDUCT STANDARDS

As a Sport for Creating Pathways Japan employee, I will:

- I will act against discrimination on any grounds such as disability, race, color, gender, sexual orientation, language, religion, political opinion, a born place, origin, economic level or other status, respecting the dignity of each person and their value as an individual and an inalienable being.
- I will act in a way that avoids all unnecessary risks to our own safety, health and well-being and that of others, including organizations and communities with whom we work and partner.
- I will be aware that we can be role models for children and young people and strive to embody the image of responsible individuals.
- I will continue to recognize and learn about the risks to which all children (and adults at risk) can be exposed in their social lives.
- I will be committed to reducing and eliminating the above risks and will take all necessary and feasible measures.
- I will take into account the best interests of those who participate and engage in our activities and provide sufficient information to enable the individual to make decisions taking into account current and future risks and impacts.
- I will ensure that this Code of Conduct is widely known and that any concerns or worries about the physical or psychological safety of anyone involved with

our organization are addressed at an early stage, so that even minor incidents are not overlooked and there is a forum for discussion, thereby ensuring that damage is prevented.

- I will comply with relevant laws, including those relating to child labor in the regions in which we operate, both nationally and internationally.
- I will promptly report any concerns or allegations of exploitation, violence or any other infringements in conflict with the Safeguarding Policy, following the appropriate procedures.
- I will promptly disclose all suspicions and convictions relating to exploitation and violence, whether before or after the organizations' activities.

The organizations' staff and officials will not tolerate the following behavior in their day-to-day activities

- Violence of any kind, including physical, psychological, or sexual violence, regardless of its intent or degree, or language or behavior that could be perceived as violent
- Language or behavior that harms or threatens the dignity or rights of others
- Language or behavior that discriminates against, exploits, patronizes or excludes certain people
- Words, actions, or expressions that appear to ignore, not respect or not respect the diversity of sexual ways of being
- Involving children in sexual relationships or activities (this includes activities involving payment for sexual services or acts)
- Attempting to make contact with or discuss sexual matters with a child or young person for their own benefit or sexual gratification
- Having or attempting to have sexual or physical relations with a child under the age of 18
- Forcing someone to film, record, expose or make contact with their body without confirming their consent
- Establishing personal relationships with children and young people who take part in the activities, and any language or behavior that results in contact or contacts other than for the purpose of the activities.
- Spending time with a child or young person in a place where they are not seen by others or in a secluded environment, or tacitly allowing or leaving such situations unattended
- Resting or sleeping with a child or young person taking part in an activity without the presence of two or more parents or supervisors.
- Behavior that overlooks, encourages, or coerces illegal (e.g., illegal drugs, underage drinking or smoking), dangerous or otherwise harmful behavior.
- Unnecessary support or intervention that interferes with the independence or self-determination of children, young people or other adults who need support.
- Words or actions that disregard the risks and easily leave the child, young

person or other adult with support needs to their own judgement and responsibility in the process of self-determination and decision-making.

- Taking images or videos of people participating in the activities without the prior consent of the person or the organization, or spreading personal information via the media, social networking sites, etc. and communicating it outside the relevant parties.

The subject ends herewith.

All persons who participate or take part in the organization's activities are requested to review this Code of Conduct in advance and submit the Pledge (next page).

- Please sign in duplicate and keep one copy for your own records where you can review it at any time.

- If you observe any behavior that is or is suspected of being in conflict with this Code of Conduct, please be sure to consult the following contact point.

[information desk (domestic)] contact point within the organization

Yuiko Inoue(Safeguarding Officer)	info@scpjapan.com 090-9974-1012
Asuka Fujii(Safeguarding Officer)	report@scpjapan.com
WEB report form	https://scpjapan.com/safeguarding-report-form

Pledge

I have been informed about and understand the Safeguarding Policy and Code of Conduct of S.C.P. Japan.

I pledge to comply with the Code of Conduct when participating in the activities of S.C.P. Japan.

The subject ends herewith.

Date: year, month and day

Name:

Signature: