



## To All Involved with Tokyo Rainbow Pride

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Tokyo Rainbow Pride (TRP) strives to build a society where everyone can live authentically, joyfully, and proudly, embracing a wide spectrum of gender expressions.

All TRP events warmly welcome participation from individuals of all backgrounds and aim to bring us all together in order to build an equal and fair society free from all forms of discrimination.

To avoid unintentionally harming others due to unconscious biases or misunderstandings, please take a moment to review the following guidelines before participating in our events. We appreciate your cooperation in creating a safe and enjoyable environment for everyone, regardless of legal gender, gender identity, sexual orientation, gender expression, age, race, nationality, religion, place of origin, disability status, or any other characteristic.

For more information about the spectrum of gender and sexuality, please visit our organization's website.

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## **Treat each and every one another with kindness and respect.**

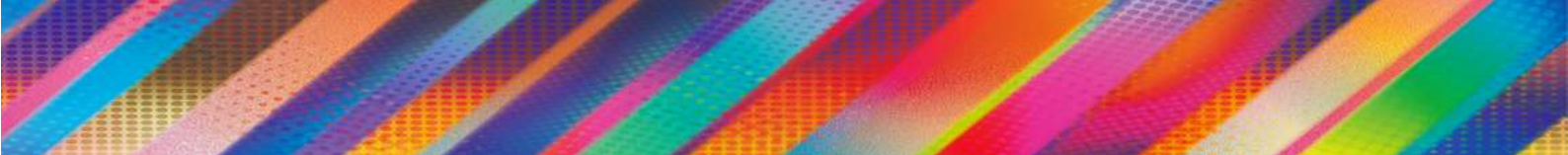
- Embrace diversity and foster a friendly environment where everyone feels safe and welcome.
  - We may not share the same perspective as others. Approach conversations with an open mind, actively listen and respect others' opinions and expressions without rushing to judgment or dismissal.
- Be mindful that everyone is unique, especially within the LGBTQ+ community, and embrace those differences with an open and learning mindset.
  - Be mindful of the name or pronouns the person wants to be called. Ask, "How should I call you?" Confirm with the person. It's okay to make a mistake; just apologize and correct it right away.
  - If you are comfortable sharing, share which pronouns you use.
  - Respect people's privacy. Avoid asking personal questions such as asking people if they've come out or had gender-affirming surgery.
  - Everyone has the right to share only what they feel comfortable with—never pressure someone to disclose personal details.

## **Commit to creating a space free from all forms of discrimination and violence.**

- Avoid doing or saying anything that may be perceived as discriminating against, excluding, or alienating others.
  - Avoid derogatory comments or names to identity, religion, ethnicity, nationality, or sexuality.
  - Encourage dialogue by communicating in a positive manner. Teasing or criticism can potentially hurt others.
  - Try to intervene if you see any discriminatory or hateful behavior.
- While we believe in everyone's right to free speech, this does not extend to speech or behavior that defames individuals, groups, or organizations, promotes prejudice and discrimination, or calls for violence.
  - Avoid using the following Japanese terms and their equivalent in any other language.
    - "Homo," "okama," "lez," "new-half," and "onabe," as these are offensive to most people. While some people may use these terms for themselves, avoid using them to refer to others.
  - Refrain from using language that promotes or incites violence.
  - Respect personal boundaries - never touch someone without their clear consent.

## **Attire and dress in public during the events and parade.**

- Understand that we cater to a diverse crowd that includes children
- Dress appropriately and avoid revealing clothing that exposes private parts or underwear.
- We are a family-friendly space. Avoid any overly sexual or inappropriate behavior or speech in public.



**Everyone's safety and comfort deserve respect. Do not hesitate to say "no" to anything which may make you uncomfortable. Similarly, if you are asked to stop doing or saying something, please comply and understand that it is not a personal attack.**

- Refrain from distributing food to others unless you have permission from the organizers.
- Do not feel obliged to accept offers of alcohol or snacks if you do not want any or suspect ulterior motives.

### **Regarding photography, posting online, and personal information.**

- Respect others' boundaries and privacy
- When filming or photographing, respect people's wishes and maintain appropriate psychological and physical distance, and if someone expresses discomfort, immediately respect their request and distance yourself.
- Always ask for consent before taking photos or videos of others, or sharing them online. Never pressure or force anyone into giving consent. If someone else unintentionally appears in a photo without them being able to give you permission, avoid sharing those images that include them.
- Respect people's privacy. Do not pressure others for personal information, such as names, gender, or sexuality, that you may learn during the event. Similarly, do not share this information with others without their explicit consent.
  - On the other hand, please remember that you have the right not to share any personal information you wish to keep private.

### **Avoid making assumptions about people based on their appearance or situation.**

- Do not assume someone's gender or sexual orientation, nationality, race, class, marital status or age based on how you think they look, and don't address them based on these assumptions.
  - Greet everyone neutrally with a simple "hello", rather than using gendered terms such as 'miss' 'mister' or 'ladies and gentlemen'.
  - Unless clarified by the other person, avoid using pronouns and refer to others by their name.
  - Note that even if people seem like parent-child pairs or couples, they may not actually have that relationship.
  - Remember that there are many many forms of sexuality,
    - There are people who are not interested in romantic relationships, do not experience sexual attraction, or do not date people of the opposite sex.
    - Even if they are in an opposite-sex relationship, that may not mean that they are straight or cis-identifying.



**Let's work together to ensure that TRP events remain a safe space for everyone.**

- Before attending, please take a moment to review the specific "Event Guidelines" for each venue.
- If you notice anything that could pose a risk to someone's or your own safety, please notify the event staff right away.
- In case of an emergency or accident, please follow the staff's instructions. Your safety comes first, but if you can, please assist others in need of help.