

The Society Azumino City Aims For

What is a “cooperative society respecting diversity”?

It is a society in which everyone can freely choose one’s own lifestyle and understand each other’s dignity and lifestyle, dispelling the notion of fixed gender roles, such as “men go to work and women keep house,” and the differences in nationality and ethnicity. We aim for a society in which people understand diversity, regardless of their age, gender, or nationality, whether with or without disabilities.

Responsibility of the City

What does Azumino City have to do?

(Article 4 of the Ordinance)

The City is responsible for deciding on the promotional measures for building a cooperative society (Article 9) and the basic measures (Article 10) and carrying out these measures comprehensively and systematically.

This will be done by obtaining cooperation from citizens and business operators, as well as communicating and collaborating with the national government, other local public entities, and other concerned organizations.

In addition, the City is also responsible for the operation of the City’s Board of Education and educational and other activities in municipal schools.

How are the measures and plans decided on and carried out, and how is the progress reported?

(Articles 12-15 of the Ordinance)

The City will hear public comments regarding “Azumino City’s Plan for Building a Cooperative Society Respecting Diversity” (FY 2023-2027) and decide on the measures and plans in the current fiscal year.

The City will also listen to the opinions of Azumino City’s Council for Building a Cooperative Society Respecting Diversity while moving ahead with measures, and evaluate, examine, and provide public notice on the progress of the implementation of the measures every year.

Responsibility of Citizens and Business Operators

What do citizens and business operators have to do?

(Articles 5 & 6 of the Ordinance)

Citizens are expected to deepen their understanding of the principles for Building a Cooperative Society, and cooperate with the City's measures. Business operators in particular are expected to give consideration so that unfair treatment on the basis of gender, gender identity, sexual orientation, nationality, ethnicity, disabilities, and/or age is not applied in recruitment, employment, promotion, and other opportunities, and to positively improve such unfair treatment that indeed exists, so that all employees can select their own lifestyle.

May an act without the intention of discrimination fall under "unfair discriminatory treatment"?

(Article 8 of the Ordinance)

Any acts that result in unfair discriminatory treatment are included regardless of whether they are direct or indirect and whether with or without the intent to discriminate.

Are those who make a discriminatory act or speech punished?

This ordinance does not have penal provisions. The City makes efforts to raise awareness of the ordinance among people involved in publicly displayed information such as advertisements so that they understand and there is neither discrimination nor unfair treatment in their publicly displayed information.

○Azumino City's Ordinance to Build a Cooperative Society Respecting Diversity

We aim for a society in which all people understand diversity, share responsibilities with each other, and live in their own styles, regardless of their age, gender, or nationality, whether with or without disabilities. Understanding each other's difference leads to a society with a choice of diverse life styles. This Ordinance is established aiming for the realization of a cooperative society in which everyone respects each other, shares the principles and responsibilities, and respects diversity in unity.

(Purpose)

Article 1 The purpose of this Ordinance is to lay out these principles and to clarify the responsibilities of the City, Citizens, Business Operators, and Education-related Persons in regard to building a cooperative society in which every individual is recognized as indispensable and respected (hereinafter referred to as "Building a Cooperative Society"), as well as to comprehensively and systematically implement the measures for promoting Gender Equality and Intercultural Cohesion (hereinafter referred to as "Promotional Measures."

(Definitions)

Article 2 In this Ordinance, the meanings of the terms listed in the following items shall be as prescribed respectively in those items.

- (1) Gender-Equality: the ideal that all people are given opportunities to freely participate in activities in any fields of society and thereby equally enjoy political, economic, social and cultural benefits.
- (2) Intercultural Cohesion: the ideal that all people live together, the diverse nationalities and ethnicities recognizing the differences in each other's culture and building a relationship of equality.
- (3) Gender and Gender Identity: biological sex, gender identity (recognition of one's own gender), and sexual orientation (a pattern of one's own sexual attraction).
- (4) Citizens: those who live, work, or go to school in the City.
- (5) Business Operators: individuals, entities, and organizations that run businesses in the City.
- (6) Education-related Persons: individuals, entities, and organizations that are involved in nursery schools or education.
- (7) Positive action: Positive provision of the opportunities to either men or women to the extent necessary to redress gender disparities in terms of such opportunities.
- (8) Domestic violence: bodily harm (including words and deeds that cause the same level of psychological or physical harm) caused by one spouse or a person who is or was in an intimate relationship such as a boyfriend or girlfriend to the other spouse or the other person in such a relationship.
- (9) Work/Life Balance: the equilibrium between one's career work and personal life.

(Principles)

Article 3 The principles for Building a Cooperative Society are described as follows:

(1) All people understand diversity, respect each other's human rights, and are able to live with dignity.

(2) All people can demonstrate their individuality and abilities of their own will and choose their own diverse lifestyle.

(3) All people participate in activities in any field together and share responsibilities with each other.

(Responsibility of the City)

Article 4 The City is responsible for the comprehensive and systematic implementation of the Promotional Measures based on the principles for Building a Cooperative Society.

2. When implementing the Promotional Measures, the City shall endeavor to collaborate with Citizens, Business Operators, and Education-related Persons.

(Responsibility of Citizens)

Article 5 Citizens shall deepen their understanding of the principles for Building a Cooperative Society, and cooperate on the City's implementation of the Promotional Measures in their activities in any fields.

(Responsibility of Business Operators)

Article 6 Business Operators shall deepen their understanding of the principles for Building a Cooperative Society, and cooperate with the City's implementation of the Promotional Measures in their business activities and the operation of their business establishments.

(Responsibility of Education-related Persons)

Article 7 Taking into account that education plays a key role in the promotion for Building a Cooperative Society, Education-related Persons shall educate with consideration for the principles and Promotional Measures for Building a Cooperative Society.

(Prohibition of Discriminatory Treatment, etc.)

Article 8 No person may violate interests or rights of others through unfair discriminatory treatment on the basis of age, difference in gender or gender identity, cultural difference in nationality or ethnicity, and/or disabilities.

2. When making information public, all persons shall be careful not to encourage unfair discrimination on the basis of the age, difference in gender or gender identity, cultural difference in nationality or ethnicity, and/or disabilities.

(Promotional Measures)

Article 9 The mayor of the City shall formulate the Promotional Measures and provide public notice of said Promotional Measures.

2. The City shall make an annual report on the progress of the implementation of the Promotional Measures and provide public notice of said report.

(Basic Measures)

Article 10 The Promotional Measures shall be based on the following purposes:

(1) Dispelling the notion of fixed gender roles

- (2) Promoting actions for a better work/life balance
- (3) Eradicating violence of any kind including domestic violence, sexual violence, and abuse
- (4) Supporting mental and physical health according to gender and gender identity
- (5) Eliminating prejudice and discrimination on the basis of cultural difference in nationality and ethnicity
- (6) Supporting communication with foreign nationals and Japanese nationals with foreign countries of origin (hereinafter referred to as "Foreigners") by multilingual localization of information
- (7) Supporting Foreigners' safe and comfortable life
- (8) Promoting building intercultural communities by facilitating exchanges with Foreigners
- (9) Supporting the promotion of Foreigners' participation and active engagement in society
(Development of a System for Promotion)

Article 11 The City is to develop a necessary promotional system to implement the Promotional Measures.
(Council)

Article 12 The City is to establish Azumino City's Council for Building a Cooperative Society Respecting Diversity (hereinafter referred to as the "Council") that studies and deliberates necessary matters for the Promotional Measures.

2. The Council may study and deliberate the following items, as well as offer opinions to the mayor of the City, if necessary.

- (1) Matters related to Promotional Measures
- (2) Matters related to Building of a Cooperative Society, in addition to those listed in the preceding item

(Council Members)

Article 13 The Council is composed of 20 members who are appointed by the mayor of the City from among the following persons:

- (1) Persons with relevant knowledge and experience
- (2) Representatives of relevant organizations
- (3) Selected citizens through open recruitment

2. Neither the number of male nor the number of female members may fall below four-tenths of the total number of the members.

3. Members shall serve a term of two years. A member who is appointed to fill a vacancy shall serve the remainder of their predecessor's term.

4. The Council is to have a chairperson and vice-chairperson chosen by its members.

5. The chairperson shall represent the Council and preside over the affairs of the Council.

6. The vice-chairperson shall assist the chairperson and perform the duties of the chairperson in place of the chairperson when the chairperson is unavailable.

(Meetings)

Article 14 The chairperson of the Council shall call a meeting and serve as a chairperson of the meeting.

2. The Council may not hold a meeting unless a majority of the Council members are present.

3. Issues of the Council meeting are decided by a majority of the Council members present thereat.

If a vote ends in a tie, the chairperson's vote decides the issue.

(Committees)

Article 15 The Council may establish a committee if necessary.

(Delegation)

Article 16 Necessary measures for the enforcement of this Ordinance are specified by the mayor of the City.

Supplementary Provisions

(Effective Date)

1. This Ordinance comes into effect on January 1, 2009.

(Special Provisions on the Terms of Council Members)

2. The term of the first Council members appointed after the day of enforcement of this Ordinance is to end on March 31, 2010, notwithstanding the provisions of Article 17, Paragraph 3.

(Partial Amendment to Azumino City's Ordinance on Remuneration of Officials in the Special Service)

3. Part of Azumino City's Ordinance on Remuneration of Officials in the Special Service (Azumino City's Ordinance No. 40 of 2005) is amended as follows:

(Omitted)

Supplementary Provisions (Ordinance No. 9 of March 25, 2022)

(Effective Date)

1. This Ordinance comes into effect on April 1, 2022.

(Transitional Measures)

2. The members of Azumino City's Gender Equality Promotion Council appointed pursuant to the provisions of Article 17, Paragraph 1 of Azumino City's Ordinance to Build a Cooperative Society Respecting Diversity prior to the amendment (hereinafter referred to as the "Old Ordinance"), as of the time of the enforcement of this Ordinance, are deemed the members appointed pursuant to the provisions of Article 13, Paragraph 1 of Azumino City's Ordinance to Build a Cooperative Society Respecting Diversity amended by this Ordinance (hereinafter referred to as the "new Ordinance"). In this case, the term of members deemed to have been appointed are for the same period as their remaining terms as members of Azumino City's Gender Equality Promotion Council pursuant to Article 17, Paragraph 3 of the Old Ordinance on the same day, notwithstanding the provisions of Article 13, Paragraph 3 of the new Ordinance.