

We are calling for comments on the Basic Approach to Promoting the Creation of a City that Respects Human Rights

Purpose

In 2020, the City of Nagoya formulated the "Nagoya Basic Policy on Human Rights Measures" and has since been implementing various human rights measures aimed at realizing "Nagoya: A City Rich in Humanity." However, discrimination and prejudice still exist today, and there are people who suffer disadvantages as a result. Against this backdrop, the City, business operators, and citizens are working together to eliminate discrimination and create a city that respects human rights. The City is considering the establishment of the "Nagoya City Ordinance on Human Rights (provisional name)," with the aim of realizing a city where everyone's human rights are guaranteed and there is no discrimination or prejudice.

Accordingly, we have formulated the "Basic Approach to Promoting the Creation of a City that Respects Human Rights." We kindly ask you to read it and offer your comments.

Comment Period

From Monday, July 27, 2026 to Wednesday, August 26, 2026

(Must arrive by this date if sent by mail)

- * If you would like a Braille version, please contact us at contact details provided on the back.
- * You can find the English version on the City of Nagoya official website.
- * If you'd like a translated version in another language, please contact the inquiry address on the back.

How to submit

Please fill in your comments, address, and name on the attached "Comment Submission Form," and submit it to the address below in person or via email, fax, mail, or the online comment submission form.

- * You may submit your comments in any format, but be sure to clearly indicate 'Comments on the Basic Approach to Promoting the Creation of a City that Respects Human Rights' and include your address and name.
- * Please note that we cannot accept verbal comments by telephone or in person.
- * If you wish to submit your comment form in person, please visit us Monday through Friday (excluding public holidays) between 8:45 a.m. and 5:15 p.m.
- * The comments we receive will be published, along with the City's views, at a later date. Please note that we will not be providing individual responses.
- * Please note that we may choose not to publish comments that defame third parties, constitute discrimination or a human rights violation, or are unrelated to the Basic Approach.

Handling of personal information

- When publishing comments received, we will not include any information that could identify an individual, such as an address or name.
- Regarding your address, name, and other personal information, we will not use or provide it for any other purpose and will manage it appropriately, in accordance with the Act on the Protection of Personal Information.

Where to submit and contact information

Submit to Human Rights Policy Promotion Division, Sports and Civic Affairs
Bureau, City of Nagoya (5th floor, City Hall main building)
Address: 3-1-1 Sannomaru, Naka-ku, Nagoya 460-8508
Email: a2580-01@sportsshimin.city.nagoya.lg.jp
Fax: 052-972-6453

Scan this code for Comment Submission Form →



Contact

Tel: 052-972-2583 Fax: 052-972-6453

Basic Approach to Promoting the Creation of a City that Respects Human Rights

Main features

Aim...P1

- The City of Nagoya aims to be a city where everyone's human rights are guaranteed and where there is no discrimination or prejudice.

Prohibition of Discrimination, etc. ... P4

- Unfair discriminatory treatment is prohibited in every sphere of life, including the eight areas as shown below as examples.

[1] Healthcare 	[2] Education, developmental support, childcare 	[3] Employment 	[4] Welfare services 
[5] Product sales, service provision 	[6] Transportation 	[7] Real estate transactions 	[8] Marriage (violation of the right of individuals to enter into marriage of their own free will) 

- The act of disclosing a person's private information without their consent is prohibited.

Consultation System... P5

- A consultation body will be established to provide consultations regarding human rights violations.
- The consultation body will provide advice to the person seeking advice and will also conduct coordination with the other party involved in the case to resolve the problem.

Dispute Resolution... P6

- In cases where the problem cannot be resolved through coordination by the consultation body, a Coordination Committee will be established to provide advice, mediation, and recommendations.
- The Coordination Committee may submit a written opinion to the mayor if the City's measures are deemed likely to infringe upon human rights.

Basic Measures...P7-8

If unfair discriminatory speech or behavior is made in public places through the use of loudspeakers or other means, measures will be taken such as publicizing the outline of the case and issuing recommendations to the perpetrators.



If any post or other content is identified that constitutes a violation of human rights, measures will be taken, such as preventing the spread of such content and issuing a recommendation to the poster.
(Limited to those related to Nagoya City)



Basic Approach to Promoting the Creation of a City that Respects Human Rights

1. Purpose of establishment of the ordinance

- The Universal Declaration of Human Rights states, "All human beings are born free and equal in dignity and rights."
- However, discrimination and prejudice still exist today, causing people emotional distress and social isolation—and in some cases, even threatening their lives.
- Furthermore, in modern society, human rights issues are becoming increasingly diverse, complex, and multifaceted.
- Human rights issues are not caused solely by individuals' attitudes and actions; they can also arise from discrimination and exclusion embedded in social structures and rules.
- Discrimination, violence, abuse, and other acts violating human rights are absolutely unacceptable.
- Each and every one of us must take proactive action to recognize one another's diverse individualities and respect one another's human rights.
- The City of Nagoya has established this ordinance with the determination to become a city where the principle of respect for human rights and a human rights culture are firmly established in all aspects of daily life, where everyone's human rights are guaranteed, and where there is no discrimination or prejudice.

2. Aim

With the aim of creating a city where everyone's human rights are guaranteed and where there is no discrimination or prejudice, we will establish basic principles for the creation of a city that respects human rights, including the elimination of all forms of discrimination, such as that stemming from social structures, clarify the responsibilities of the City, business operators, and citizens, develop systems aimed at eliminating discrimination, and define the fundamental matters that form the basis of measures to promote the creation of a city where human rights are respected.

3. Definitions

Attributes such as race	This refers to race, nationality, ethnicity, language, religion, political or other opinions, age, gender, sexual orientation, gender identity, disability, infectious diseases or other illnesses, physical appearance, occupation, social status, origin from a discriminated community, and other such attributes.
Unfair discriminatory treatment	Refusing to provide services or opportunities, or infringing upon rights or interests by imposing unfavorable conditions, on the grounds of attributes such as race, without any justifiable reason
Unfair discriminatory speech and behavior	Words or actions that publicly threaten to harm individuals or severely insult them on the grounds of attributes such as race, with the intent to promote or incite discriminatory attitudes, thereby inciting the exclusion of those individuals from society

4. Basic Principles

- We will promote the creation of a city where everyone's human rights are guaranteed and where there is no discrimination or prejudice, based on the following basic principles:
 - Ensure that everyone is recognized and valued for their diversity and as an individual with inherent and equal fundamental human rights.
 - Create a progressive organization and society where everyone can thrive by recognizing diverse personalities and abilities and providing equal opportunities (including affirmative action).
 - Eliminate all systems, practices, and other factors that act as barriers to everyone leading their lives on equal footing.
 - In working to eliminate discrimination, recognize that anyone can unintentionally produce discriminatory outcomes and base efforts on mutual understanding through dialogue.
 - Provide appropriate accommodation to individuals who are in particularly difficult situations due to multiple attributes.
 - Ensure that the City, business operators, and citizens work together to create a city that respects human rights.

5. Responsibilities

City and city staff	• Implement all projects and measures from a perspective that respects human rights, in accordance with the basic principles. • Always respect human rights, and, as guardians of the public welfare, make fair judgments and perform duties with integrity while also taking the lead in achieving the objectives of the ordinance. • Work to raise staff awareness of human rights. • For issues involving multiple overlapping attributes, relevant organizations work together to address them through appropriate measures. • Strive to prevent unfair discriminatory speech and behavior at public facilities established by the City. • Respect citizens' independent thinking, learning, and actions regarding human rights. • Support citizens' voluntary civic activities and social participation in all areas of society, including homes, communities, schools, and workplaces. • Take the necessary financial measures.
Business operators	• Recognize one's own role as a key player in creating a city that respects human rights, in accordance with the basic principles. • Work to raise human rights awareness of employees and other relevant persons. • Respect the human rights of employees and other relevant persons. • Strive to contribute to the creation of a city that respects human rights through business activities. • Endeavor to cooperate with the human rights measures implemented by the City.
Citizens	• Endeavor to contribute to the creation of a city that respects human rights in all areas of society, including homes, communities, schools, and workplaces, in accordance with the basic principles. • Endeavor to cooperate with the human rights measures implemented by the City.

6. Council

As an affiliated body to the mayor, a council will be established to investigate and deliberate on important matters concerning the promotion of human rights measures.

7. Basic Policy

We will formulate a basic policy to promote human rights measures in a comprehensive and systematic manner.

8. Prohibition of Discrimination, etc.

- Unfair discriminatory treatment in the following areas is prohibited:
 - (1) Healthcare (2) Education, developmental support, childcare (3) Employment
 - (4) Welfare services (5) Product sales, service provision (6) Transportation
 - (7) Real estate transactions
 - (8) Marriage (violation of the right of individuals to enter into marriage of their own free will)
- You must not disclose someone's private information without their consent, nor coerce them into disclosing or not disclosing such information.
- You must not engage in bullying, abuse, harassment, defamation, or any other act of human rights violation.
- You must not engage in any act, including research and collection/provision of information, that may be deemed to be for the purpose of promoting or inciting discrimination. Specific prohibited acts will be stipulated in the regulations after hearing opinions from the Council in advance.

9. Consultation System

- The City will establish a consultation body to appropriately respond to requests for consultation regarding human rights violations (hereinafter "human rights consultation").
- An individual who has experienced a human rights violation (hereinafter "counselee") may seek human rights consultation from the consultation body.
- When the consultation body receives a request for human rights consultation, it will verify the facts as necessary and take the following actions:
 - Provide an explanation or advice to the counselee.
 - Coordinate between the counselee and the other party in the case.
 - Report to or notify relevant organizations.
- The City will train personnel with the necessary knowledge and skills to provide appropriate human rights consultations.
- If a counselor suspects that a human rights violation is occurring in the course of their duties, they may conduct an investigation and coordination (in principle, the consent of the person who has suffered a human rights violation is required).
- The City's agencies will actively cooperate and collaborate with the consultation body.

10. Dispute Resolution

- To resolve complaints regarding discrimination based on attributes such as race, a Coordination Committee will be established as an affiliated body to the mayor.
- If the matter remains unsolved despite coordination by the consulting body, an individual who has suffered unfair discriminatory treatment (hereinafter "complainant") may file a complaint with the Coordination Committee requesting necessary advice or mediation. (However, this does not apply if the individual is eligible for other relief programs.)
- The Coordination Committee will conduct necessary investigations into the case, including talking with the complainant and the other party, etc. in the case, to establish the facts pertaining to the complaint, and it will provide advice or mediation unless it deems such action inappropriate.
(The Committee may request explanations or submission of documents from the complainant and the other party, etc. in the case.)
- The Coordination Committee may issue a recommendation to the other party, etc. in the case if they do not accept the mediation proposal.
- When the Coordination Committee issues a recommendation to an agency of the City, it will request the agency to submit a report on corrective measures and other actions taken.
- The City's agency that has been requested to submit a report must, within 60 days, report on corrective measures and other actions taken, along with the reasons for them.
- If the recommendation is not followed without justifiable reason, the Coordination Committee may, after first giving the relevant party an opportunity to state their opinions, make that fact public.
- If it is deemed that a measure implemented by the City may infringe upon human rights, the Coordination Committee may submit a written opinion to the mayor.
- Regarding the Coordination Committee's performance of its duties, the City's agencies must not only respect its independence but also actively cooperate with it.

11. Basic Measures

- Response to unfair discriminatory speech and behavior in public places
 - If it is deemed that unfair discriminatory speech or behavior has occurred in a public place through the use of loudspeakers (including portable ones), the distribution of leaflets, or the display of signs, etc., the mayor will make public the details of the case.
 - If there is a risk that a person who has engaged in unfair discriminatory speech or behavior may do so again, the mayor may make a recommendation that the person refrain from engaging in or causing others to engage in discriminatory speech or behavior of the same nature by specifying a particular area and time period.
 - If the person concerned fails to comply with the recommendation, the mayor may issue a second recommendation in the same manner.
 - If the person concerned fails to comply with a second recommendation, the mayor may, after first giving that person an opportunity to state their opinion, make public the details of the recommendation.
 - In implementing the measures described above, the mayor will first seek opinions from the Coordination Committee.

○ Response to human rights violations on the Internet

- The City will conduct education and awareness-raising activities aimed at improving literacy regarding the appropriate use of the Internet.
- To prevent the spread of posts and other content on the Internet that infringe on human rights, the City will conduct monitoring (i.e. monitoring posts and other content that constitute human rights violations).
- If the City identifies posts or other content that constitute human rights violations against citizens or specific areas within the city, it will take steps to prevent the spread of such content.
- The mayor may recommend that necessary measures be taken if posts or other content constituting human rights violations continue to be posted and the poster is clearly identified.
- The mayor may issue a statement when unfair discriminatory speech or behavior on the Internet is spread based on false information and is likely to encourage or induce specific acts of human rights violations.
- In implementing the three measures described above, the mayor will first seek opinions from the Coordination Committee.

○ Human rights education and awareness-raising

- The City is committed to realizing a society of coexistence based on social inclusion, where all citizens—regardless of attributes such as race—support one another and thrive together, with their individuality and values respected. To this end, the City will implement human rights education and awareness-raising activities in various settings, including homes, communities, schools, and workplaces, while also working to create the necessary environment.
- The City will provide a variety of opportunities for citizens to deepen their understanding of human rights and internalize human rights values in accordance with their developmental and life stages, adopt effective methods, and encourage voluntary commitment.
- To deepen citizens' interest in and understanding of human rights, the City will publicize and promote awareness of the purpose and content of human rights treaties and other relevant instruments.

○ Support for improving specialized knowledge and skills

- The City will provide support to all professionals involved in education, welfare, healthcare, and other human rights-related fields to help them improve their professional knowledge and skills.

○ Collaboration with and support for business operators and private organizations

- The City will collaborate with, cooperate with, and support business operators and private organizations working to resolve human rights issues.

○ Guaranteeing the quality of information

- For information disclosed to citizens and others, the City will not use expressions that promote prejudice or discriminatory attitudes based on fixed notions regarding attributes such as race.
- The City will take necessary measures to ensure that everyone, regardless of attributes such as race, can readily access and use information.

13. Supplementary Provisions

Three years after this ordinance takes effect, the Council shall review its effectiveness and other relevant matters in light of its implementation status, and it shall make any necessary revisions based on the results of the review. (However, if necessary, the review may be conducted before the expiration of that period.)

*** Supplementary explanation of the "Basic Approach to Promoting the Creation of a City that Respects Human Rights"**

- The "Response to unfair discriminatory speech and behavior in public places" described in "11. Basic Measures" is not limited to people of foreign origin, but includes people with various attributes such as race, gender, disability, and origin from discriminated communities.

Comment Submission Form for “Basic Approach to Promoting the Creation of
a City that Respects Human Rights”

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Submission deadline Wednesday, August 26, 2026 (Must arrive by this date if sent by mail)

Submit to Human Rights Policy Promotion Division, Sports and Civic Affairs Bureau,
City of Nagoya (5th floor, City Hall main building)

Address: 3-1-1 Sannomaru, Naka-ku, Nagoya 460-8508

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