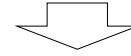


Basic Plan for Promoting Public Understanding of the Diversity of Sexual Orientation and Gender Identity

【Provisional Translation】

The Act on the Promotion of Public Understanding of the Diversity of Sexual Orientation and Gender Identity (SOGI) (member-initiated legislation) was promulgated and enforced on June 23, 2023.

→ In order to comprehensively and systematically advance policies to promote understanding, a basic plan for promoting public understanding is to be formulated and approved by the Cabinet.



The basic plan has been prepared based on findings obtained through information gathering, interviews, etc. regarding various existing initiatives and studies.

Fundamental Principle (Chapter 1)

- **Aims to realize a cohesive society where both sexual minorities and the majority can live their lives free from anxiety and with vitality, by deepening the understanding of each person regarding the diversity of SOGI** through the Act on Promotion of Understanding and the basic plan.
- In conformity with **the principle that all the people regardless of their SOGI should be respected as an irreplaceable individual equally entitled to fundamental human rights**, and with the recognition that discrimination due to SOGI is unacceptable, policies to promote understanding must be implemented for the purpose of contributing to the realization of a society in which people can live together while respecting each other's personality and individuality. (Article 3 of the Act)

Current Situation and Issues (Chapter 2)

<Current Situation and Issues Surrounding the Diversity of SOGI>

- Because SOGI is not necessarily apparent from a person's appearance, it can be difficult to perceive its diversity in practice, **leading to a lack of recognition regarding the necessity for promoting understanding.**
- Some experience bullying or harassment related to SOGI, and others experience loneliness and isolation, unable to disclose their SOGI even to their own families due to anxiety that they might face negative reactions upon doing so.
- On the other hand, there are also people who, while being cognizant of the diversity of SOGI, experience hesitation regarding whether their words or actions might cause offense to someone, or various other anxieties related to the diversity of SOGI.
- Thus, **while awareness of the diversity of SOGI is gradually expanding, some people still face difficulties in daily life, hesitation, and various anxieties.**

<Current Situation and Issues Regarding Initiatives to Promote Understanding>

- Initiatives to promote understanding are being implemented respectively by the national government, local governments, employers, establishers of schools, and schools.
- Various opinions regarding the diversity of SOGI have been raised, with some pointing out that, partly due to insufficient information provided by the national government, **the status of initiatives taken by local governments, employers, etc. also varies.**
- Some also point out that because public awareness-raising for guardians has not been sufficient, children are unable to disclose concerns related to their own SOGI within their families, leading to loneliness and isolation.
- Some also point out that, although the diversity of SOGI can underlie various types of consultations, **a lack of understanding among officials at various consultation desks and other contact points** can result in a failure to recognize the possibility of such difficulties, preventing appropriate responses, and that people may hesitate to seek consultation in the first place out of fear of receiving inappropriate treatment.

* **Sexual Orientation:** A person's orientation toward the sex to which they have romantic or sexual feelings.

Gender Identity: Consciousness of the presence or absence or the degree of awareness of the identity of the gender to which one belongs.

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Basic Approach to Policies to Promote Understanding (Chapter 3)

- The national government is expected to **advance necessary academic research, etc.**, as well as **collect the results, etc. of research conducted at research institutions**, and **endeavor to reflect them in policies to promote understanding**.
- It is preferable that knowledge dissemination and awareness-raising be conducted **in a multi-layered manner across various settings**, including schools, local communities, households, and workplaces. It is also effective for the national government to **share examples of initiatives** with each entity.
- Since it is understood that SOGI may fluctuate during the development process, **when raising awareness among young people, responses suited to their mental and physical development are required**.
- **It is necessary to disseminate knowledge and raise awareness for each consultation agency**, thereby enabling not only consultation agencies specializing in SOGI but also **various other consultation agencies to respond appropriately**.
- Interest in leading a social life in accordance with their own SOGI is important. In pursuing initiatives, **appropriate forms of response need to be sought in each particular situation while listening to various opinions**. It is important to **maintain a spirit of tolerance toward differing opinions and endeavor to foster momentum for the free exchange of views, while steadily promoting understanding and gaining broad empathy**.

Policies to be Implemented to Promote Understanding (Chapter 4)

<Academic Research, etc.>

- Assess public awareness regarding the diversity of SOGI on a regular basis.
- **Collect information on domestic and international developments as well as the state of research in related fields, and share it with the administrative organs concerned.**

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<Steady Dissemination of Knowledge>

- **Further promote public relations and awareness-raising activities in local communities and households by creating leaflets and training videos on the diversity of SOGI** and providing them to local governments, etc.
- Promote **activities to enhance the human rights awareness** of each person.
- Provide information, etc. to personnel to enhance initiatives at social education facilities.
- Disseminate knowledge to medical institutions and welfare-related facilities through local governments and other channels.
- Disseminate knowledge and raise awareness among administrative personnel as well as faculty and staff through various training opportunities and other means.
- Promote understanding among employers and workers by disseminating examples of corporate initiatives, etc., aimed at realizing workplace environments where everyone can work comfortably.
- Conduct research, studies, and other projects concerning human rights education for initiatives in local communities and schools that are suited to the mental and physical development of a person.

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<Development of Consultation Systems>

- Establish frameworks within each national administrative organ to respond to personnel consultations, and implement training for counselors.
- **Share reference examples to enhance consultation responses** within local governments.
- Promote understanding among faculty and staff by utilizing pamphlets, various training workshops, and other programs designed for faculty and staff. Enhance consultation systems for pupils or students using school counselors, etc., and promote cooperation with relevant organizations.
- Yorisoi Hotline: Also handles consultations concerning sexual minorities.
- Loneliness and Isolation Hotline: Accepts consultations regarding concerns related to loneliness and isolation.
- Illegal Harmful Hotline: Accepts consultations regarding illegal and harmful information on the internet, such as online defamation.
- Additionally, **disseminate necessary knowledge and raise awareness across various consultation agencies to ensure that consultations involving SOGI circumstances are appropriately handled.**

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Promotion Framework and Review (Chapter 5)

- The Liaison Conference for Promoting Understanding will be held, and comprehensive and effective promotion of policies to promote understanding will be pursued through liaison and coordination among relevant ministries and agencies.
- The implementation status of policies to promote understanding will be publicized once each year. Taking these results into consideration, each ministry and agency will conduct reviews aimed at the further effective promotion of such policies.
- The basic plan will be reviewed approximately once every three years.