

25th Summer Deaflympics Tokyo 2025  
Volunteer recruitment guideline

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Volunteering at the 25<sup>th</sup> Summer Deaflympics Tokyo 2025 (hereinafter referred to as "Tokyo 2025 Deaflympics") is a valuable opportunity for a diverse range of people regardless of their age or disability to participate and collaborate to create the Games.

Also, the Games aims to take this opportunity to expand understanding of the Deaflympics and Deaf Sports, and to help create an inclusive society in which people with and without disabilities can enjoy sports, recognize and respect each other's differences.

We look forward to receiving applications from everyone who would like to work with us to create a successful Games.

**<Overview of the Games>**

The Deaflympics is an international "Olympics for Deaf people" hosted by the International Committee of Sports for the Deaf (ICSD) and held every four years. This will be the first time that the Deaflympics is held in Japan, and also marks the 100th anniversary of the Deaflympics.

- Official name : 25th Summer Deaflympics Tokyo 2025 (Abbreviation: TOKYO 2025 DEAFLYMPICS)
- Games period : Sat. 15 Nov. - Wed. 26 Nov. 2025 (12 days)
- Participating Countries : Approximately 70 to 80 countries and regions
- Number of Participants : Delegations from various countries: Approx. 6,000 people
- Number of sports : 21 sports

●Number of Volunteers to be recruited

Approximately 3,000 volunteers

\* The number of volunteers is subject to change.

●Activity period

Scheduled for the period from Mon. 10 Nov. to Fri. 28 Nov. 2025, including before and after the Games period

\* As a general rule, we expect volunteers to work for three days or more.

\* Volunteers can participate even if the dates are not consecutive.

\* Specific activity dates will be adjusted after the recruitment decision has been made.

### ●Time of activity

5 hours to maximum 8 hours per day

- \* Depending on the activity location and content, activities may start early in the morning.
- \* Breaks (including meal breaks, etc.) will be scheduled appropriately during activities.
- \* Specific time of activity will be adjusted after recruitment decision has been made.

### ●Requirements:

- 18 years old and above as of April 1st, 2025
  - \* Applicants who are 17 years old at the time of application need to get consent from their guardian. You will need to check the parental consent box on the application form, so please obtain your guardian's consent before applying.
- Japanese national or foreign national with permission to stay in Japan during the activity period.
- Able to participate in all volunteer training sessions.
  - \* It is planned to provide general training, sign language training, training to understand deaf culture, etc., and venue-specific and role-specific training. (In principle, training will be given remotely in on-demand format. Scheduled to be distributed sequentially from June 2025 onwards)
  - \* Sign language skills are not a requirement.

### ●Recruitment period

From Fri. 15 Nov. 2024, 10:00 a.m. to Fri. 31 Jan. 2025, 11:59 p.m. (JST)

### ●How to apply

Web application (internet) only. Please access the following URL and apply using the dedicated application form.

- \* Please note that we cannot accept applications by phone, postcard, E-mail, or fax.
- \* Each person may only apply once using the application form. If you wish to modify your application details, please access the application cancellation URL provided in the E-mail of application completion, and apply again after canceling your original application.

<URL>

<https://www.sports-tokyo-info.metro.tokyo.lg.jp/tokyoforward2025/deaflympics2025-volunteer/>

●Application unit

We accept the applications from individuals.

●Location of activity

Competition venues (Tokyo wards/city areas/Izu Oshima Island, Fukushima prefecture, and Shizuoka prefecture) , Deaflympics square (National Olympics Memorial Youth Center) etc.

\* Activities are planned at venue of opening/closing ceremony, airports (Haneda, Narita), etc.

\* The location of volunteer activities will be decided by the Games management organization.

Please note that we may not be able to accommodate your request.

<List of venues> (Tokyo 2025 Deaflympics Portal Site)

<https://deaflympics2025-games.jp/main-info/venue/>

<Deaflympics Square>

<https://deaflympics2025-games.jp/main-info/deaflympicssquare/>

●Main activities

- Guiding athletes, spectators, and officials at venues, providing guidance related to transportation of athletes, etc.
- Operational support at venues (Guide spectator, venue cleaning)
- Doping control assistance
- Operational assistance for medal ceremonies, etc. (Preparation for medal ceremony, escorting athletes, distribution of goods, etc.)
- Public relations/media support
- Support for various tasks using sign language

\* Volunteer activities will be decided by the Games management organization. Please note that we may not be able to accommodate your request.

●Timeline (Subject to change in the future.)

Schedule	Contents
15 Nov. 2024 to 31 Jan. 2025	Volunteer recruitment period
Around Mar. 2025	Notification of recruitment result
Around June to Oct. 2025	Sign language/understanding deaf culture, etc. training

Around June to July. 2025	Adjustment of place and date of volunteer activities
Around Oct. to Nov. 2025	Venue-specific, role-specific training

● Supplied goods, etc.

- Volunteer wear
  - \* It will be lent out after distribution until the end of volunteer activity period. Please do not lose or damage it.
- Volunteer activity insurance
- 1,000 JPY for transportation expenses to the activity location on the activity day
- 1,000 JPY for food and beverage expenses on the activity day depending on the activity time.
  - \* Expenses for transportation, food and beverage will be provided by prepaid cards, etc.
  - \* Expenses for transportation, food and beverage other than on activity dates will not be provided.
  - \* Accommodation expenses will not be provided even if you need to stay overnight for your activities. Please make your own accommodation arrangements.
  - \* Depending on the activity time, we may not be able to provide equivalent food and beverage expenses.
  - \* Supplied goods are subject to change.

● Implementation of drawing and notification of recruitment result

If the number of applicants exceeds the number of volunteers to be recruited, a drawing will be held based on the requested location of the activity. Regardless of whether or not a drawing is held, notification of the recruitment result will be sent to the e-mail address given at the time of application. However, please note that we cannot be held responsible for notifying you of the result if you are unable to receive the e-mail due to reasons such as an incorrect e-mail address, a change of e-mail address, or if you have specified a domain name. If you have a domain set up, please either cancel the domain setting or add it to the receiving list so that you can receive e-mails from "@logoform.jp" and "@city-volunteer.metro.tokyo.jp". To protect personal information, we will not notify you of the result by phone.

## ● Training program

The following training program will be held sequentially from around June 2025. All trainings are scheduled to be given remotely in on-demand format (Japanese sign language and English/Japanese subtitles available). Please be sure to take the course before the activity.

### (1) General training

Acquiring the necessary basic knowledge (Overview of the Games, basics of volunteer activities, compliance etc.)

### (2) Sign language training/ training to understand deaf culture etc.

Learning simple expressions in Japanese Sign Language and International Sign Language / Understanding Deaf culture etc.

### (3) Venue-specific, role-specific training

Understanding details of activity and points to keep in mind depending on specific venue and role

## ● Contact information

While volunteer recruitment will be conducted by the Tokyo Metropolitan Government (hereinafter referred to as “TMG”) , Tokyo Sport Benefits Corporation Deaflympics Preparation and Operation Office (hereinafter referred to as “DPO” ) will carry out various training, coordination of activity locations and schedules, management and operation during the Games, etc. after recruitment decision has been made.

Please note that the DPO (including outsourcing companies) will contact each volunteer individually after April 2025.

## ● Communication during the actual Games’ time and preparation period

In principle, volunteers will be contacted in Japanese. We can also provide some support in English if necessary.

Please note that during the Games, communication support apps and universal communication devices etc. are planned to be used for the Games operation.

## ● For inquiries

Please see the FAQ before making an inquiry.

\* See [FAQ](#) for more details (Japanese only)

<Regarding volunteer activities>

Project Coordination Section 2,  
International Sports Projects Division,  
Bureau of Citizens, Culture and Sports,  
Tokyo Metropolitan Government  
[S1120906@section.metro.tokyo.jp](mailto:S1120906@section.metro.tokyo.jp)

<Regarding how to use the application form (Logo form) >

Tokyo Metropolitan Government Logo Form help desk  
Tel : 0120-711-123 (Weekdays 9am to 5pm(JST) \*Excluding 29 Dec. to 3 Jan.)  
Inquiry form : <https://logoform.jp/form/r8U7/597992>

<Regarding application procedures>

Sports Legacy Utilization Section,  
Comprehensive Sports Promotion Division,  
Bureau of Citizens, Culture and Sports,  
Tokyo Metropolitan Government  
[S1120716@section.metro.tokyo.jp](mailto:S1120716@section.metro.tokyo.jp)

Points to note when applying for and participating in the  
Tokyo 2025 Deaflympics Volunteer program

When applying for and participating in the Tokyo 2025 Deaflympics volunteer program, in addition to the information in the Volunteer recruitment guideline, the following items must also be taken into account.

In addition, those who participate as caregivers are also deemed to have agreed to these points after confirming the application guidelines.

1. If you apply or participate as a volunteer, we will need your consent on handling of your personal information.
  - (1) When the Japanese Federation of the Deaf (hereinafter referred to as “JFD”) and Tokyo Sport Benefits Corporation (hereinafter referred to as “Corporation” ) are implementing this program as the Games management organization, personal information of everyone who applies and participates as a volunteer for the purpose of use in ③ below will be provided by TMG to JFD and the Corporation and TMG, JFD and the Corporation will jointly use the personal information of volunteers as follows.
    - ① Items of personal information to be jointly used  
All information obtained based on consent when applying, including name, gender, date of birth, postal code, address, e-mail address, telephone number.
    - ② Range of joint users  
TMG, JFD and the Corporation (including competition organizations involved in Games management (Deaf Sports Organization, National Federation(NF), Prefecture Federation (PF)), and contractors)
    - ③ Purpose of use of joint users  
For the implementation and operation of this program including responding to contacts and inquiries regarding this program, acceptance notice, creating a list of participants, determining activity and placement, implementing training, managing attendance, and creating statistical data.
    - ④ Person responsible for managing personal information  
Rumi Furuya,  
Director General, Bureau of Citizens, Culture and Sports,  
Tokyo Metropolitan Government,  
2-8-1 Nishi-Shinjuku Shinjuku-ku Tokyo,

- (2) TMG, JFD, and the Corporation will comply with relevant laws and regulations, properly manage the personal information obtained, and use it only for the above-mentioned purposes in this program, and will not use it for any other purpose.
  - (3) The personal information obtained will not be disclosed to third parties other than the TMG, JFD, and the Corporation (including competition organizations involved in Games management (Deaf Sports Organization, National Federation(NF), Prefecture Federation (PF)), and contractors) without prior consent.
  - (4) After the end of this program, if the medium on which personal information is recorded is no longer needed, the information will be erased or disposed of in a manner that makes it impossible to restore or read the personal information.
2. Only those who comply with Japanese laws and regulations may apply and participate.
  3. Members of organized criminal group and other equivalent individuals are not allowed to apply or participate.
  4. If there is inaccurate information in the application form, the application may be invalidated.
  5. The following behaviors are strictly prohibited. Your registration may be canceled if you engage in any of the following behaviors:
    - (1) Any act that violates the law, violates public order and morals, or any inappropriate behavior as a volunteer (Commercial activities, solicitation activities etc.)
    - (2) Criminal acts, acts that encourage or relate to criminal acts, or acts that may lead to criminal acts.
    - (3) Sexual, violent, discriminatory speech or behavior that is deemed inappropriate, or other acts that cause mental or physical pain to others.
    - (4) Acts that disrupt the smooth operation of Tokyo 2025 Deaflympics competition venues, Deaflympics Square, stations, airports, etc., unnecessary contact with athletes and related parties, and acts that are deemed to be a nuisance to visitors, users, etc.
    - (5) Reselling goods provided or lent for activities through internet auctions, etc.
    - (6) Disseminating non-public information obtained through activities to the outside, such as information about places that are prohibited to anyone other than those concerned.  
(including posting to SNS)
    - (7) Sending personal information (phone number, e-mail address, etc.) obtained through activities without the consent of the person concerned.
  6. We may film training and activities and use the images and videos on websites, television, materials, press releases, etc. Please understand that your portrait may appear in the videos,



photographs, etc., and agree in advance that such images may be published on television, newspapers, magazines, the internet, posters, brochures, etc.

7. In the future, when participating in activities, you may be asked to agree the necessary matters separately determined by the Games management organization.
8. If you fail to participate in mandatory training, you may be treated as having declined to participate as a volunteer.
9. If your participation is cancelled after the volunteer activity has started due to failure to comply with these points, you will be required to return all provided and lent items. In that case, you will be responsible for shipping costs.
10. When participating in online training, etc., please refrain from participating from public spaces in order to protect the privacy and confidentiality of participants and those around them. Also, please be sure to use the latest version of online tools. TMG, JDF, and the Corporation will not be held responsible for any problems that may occur, such as malfunctioning of participants' devices or leakage of personal information.
11. To participate in online training, etc., please prepare in advance the necessary equipment such as a mobile device, computer, internet connection, camera and microphone. In addition, you will be responsible for all costs incurred (communication costs, etc.).
12. When participating in volunteer activities during the Games period, please wear the lent volunteer wear, etc., and wear clothes that are easy to move in, taking into consideration the weather such as cold, hot, rainy, etc. Please refrain from wearing in fancy clothes. If on the day of the Games, the Games management organization determines that the attire is inappropriate, please follow the instructions of the Games management organization.
13. TMG, JDF, and the Corporation shall not be held responsible for any loss, theft, or other incidents regarding the management of valuables or other personal belongings during activities related to this Games, and these items will be managed by volunteers individually.
14. If any damage is caused to the volunteer or damage is caused by the volunteer to a third party in connection with this activity, except in cases where the TMG, JDF, and the Corporation were intentionally or grossly negligent, TMG, JDF, and the Corporation will not be responsible for compensating for damages beyond the scope of volunteer insurance. Furthermore, TMG, JDF, and the Corporation will not be held responsible for any trouble that may occur between volunteers.
15. TMG, JDF, and the Corporation will provide first aid measures in case of injury or illness during volunteer activities, but TMG, JDF, and the Corporation will not be responsible for any injuries, illnesses or accidents, except those caused intentionally or by negligence.

16. You should follow the infectious disease countermeasures based on the policies or guidelines provided by the national government, TMG, etc.
17. In addition, if the Games management organization deems it inappropriate based on reasonable grounds, your application or activity may be declined.
18. The Games management organization may change these points at any time, and the revised points will become effective upon notification of such changes to participants. If a volunteer continues to participate in Tokyo 2025 Deaflympics volunteer training, activities, etc. after notification of changes to these points, the volunteer will be deemed to have agreed to the revised points.

\* The Japanese version of this document is the official document, and the English version is for reference only. In case of any discrepancies, the Japanese version shall prevail.