

RESPECTFUL CONDUCT POLICY

Bond Street Dojo aims to provide a training environment where everyone is treated with respect and dignity. Dojo members are responsible for ensuring an environment both at the dojo and at dojo-related social functions that is inclusive and welcoming, free of harassment, bullying and discriminatory conduct.

A. What is harassment, bullying and discriminatory conduct?

Harassment may include, but is not limited to:

- Verbal or physical harassment, including words or actions that show hostility or demean, sufficiently severe or pervasive as to create an intimidating, offensive, or hostile environment.
- Sexual displays or publications, or other unacceptable verbal or physical conduct, where a dojo member is told either explicitly or implicitly that he or she must submit to the conduct or where his or her reaction to the conduct is used as a basis for discrimination. Examples of unacceptable conduct include:
 - Unwelcome sexual advances;
 - Stalking, dating violence, date rape, or sexual assault;
 - Persisting with romantic advances despite a member's rejection of the advances;
 - Requests for sexual favors, whether or not accompanied by promises or threats;
 - Sexual jokes and innuendo, verbal abuse of a sexual nature;
 - Leering, whistling, or touching; insulting or obscene comments, sounds, or gestures; displays of sexually suggestive objects, cartoons or pictures.

Bullying may include, but is not limited to:

- Physical aggression intended to demean, harm or intimidate;
- Verbal aggression intended to demean, harm, or intimidate, including electronic (online or email) bullying and social cruelty.

Discriminatory conduct may include, but is not limited to discrimination on the basis of color, religion, creed, national origin, gender, sexual orientation, age, ancestry, marital status, disability, veteran or draft status.

B. Respectful training in aikido

Aikido training includes a wide range of pleasant and unpleasant experiences that help us become more skillful in the art. Challenging practice may expose fears, anxieties, and inabilities and may trigger reactions that are rougher than an individual is aware of. Respect and patience, for others and for oneself, are necessary tools for learning and growing in aikido practice.

The practice involves holds and touching, some of which may be incidentally intimate in action though not in intent. Students should understand that it is likely that they will be touched by mistake and that this touching may involve inadvertent contact with the private parts of the body. Your partner should apologize and not repeat the mistake. It is also likely that students will encounter partners who are insensitive to their own strength. This does not mean that students should not train with partners who push their knowledge or stamina. Being safe is different from being comfortable. Training is

not always comfortable but it should always be safe. Students are not required to train with a partner with whom they do not feel safe. Students should provide verbal feedback to their partner regarding the level of roughness they are experiencing.

If the touching or roughness continues, or has an intent that appears different from respectful training, students are encouraged to immediately tell the training partner that his or her behavior is unwelcome. In addition, students can immediately stop working with that partner and decline to work with him or her in the future.

C. Conflict resolution procedures

Bond Street Dojo also encourages dojo members who believe they are being subjected to harassment, bullying or discriminatory conduct, or who witness such conduct, to use the complaint procedure in this Respectful Conduct Policy to support the resolution of such conflicts. Bond Street Dojo takes confidentiality seriously, and all complaints made under this policy and all dojo responses will be treated with the greatest degree of confidentiality possible.

1. **Making a complaint.** A dojo member may inform an instructor or a Board member (verbally or in writing) of a complaint. The Chief Instructor will be notified of all complaints. If the problem involves an instructor or a Board member, the dojo member is encouraged to present his or her concerns directly to the Chief Instructor or to another member of the Board.
2. **Informal dispute resolution.** The Chief Instructor, an instructor, or a Board member will discuss the situation with the dojo member, discuss the formal procedure in this policy and discuss the possible desired outcomes and alternative courses of action including further discussion with the individuals involved in the conflict and involving law enforcement. If the dojo member and the Chief Instructor agree, informal steps can be taken to resolve the problem.
3. **Formal dispute resolution.** If the problem is not resolved and/or if the problem persists, and if the dojo member would like to start a formal process, the Board of Directors should be notified of the complaint. The Board will review the complaint and, if appropriate, give the person whose conduct is the subject of the complaint the opportunity to respond to any allegations. Based on the facts presented to the Board, the Board will consider whether to take any action to resolve the problem which may include, but is not limited to, any of the following:
 - a. dismissal of the matter if the facts warrant it;
 - b. a warning;
 - c. communication with any relevant persons about the complaint (which may include a notification that a non-member is unwelcome at Bond Street Dojo);
 - d. a suspension from training and/or membership probation up to and including loss of the privilege of membership;
 - e. a suspension from the teaching staff or removal of an instructor from the teaching staff.

If the Board concludes that a dojo member has made a complaint in bad faith or has provided false information, the Board may take action up to and including termination of that member's membership.

Any decision made by the Board under this policy will be communicated to the individual that made the complaint and the individual or individuals whose conduct is the subject of the complaint.